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U.N. Seminar

Fighting cheesecake and chauvinism

the labour gazette

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A Message from the Minister

First, may I take this opportunity to extend to you my best wishes for the New Year.

The beginning of each year serves to bring back memories, and at the same time to focus attention on the future. For us in the Department of Labour, this year has a particular significance because it marks our 75th Anniversary. And indeed, many changes have taken place since the Earl of Minto gave Royal Assent to the creation of the Department in 1900.

***The Labour Gazette** itself was established by an Act of Parliament, suitably reflecting its vital importance in providing factual and timely information on the subject of labour. More than that, **The Labour Gazette** now represents an invaluable forum for the exchange and discussion of varied views and opinions on a subject that concerns us all.*

Communication and discussion such as this must now be viewed as essential if the tripartnership of labour, management and government is to resolve the problems facing it: problems of deep social and economic significance not only for the partnership but for Canadians everywhere. The need for this on-going tripartite involvement is fully recognized by my Department which, in the year ahead, will act as the catalyst in bringing the parties together.

For although the federal labour administration can look back on 75 years of real progress, now is not the time to dwell on past achievements. The challenges of the present and the future demand to be met. And I am confident that, with co-operation and goodwill on all sides, these challenges will be met.

John Munro

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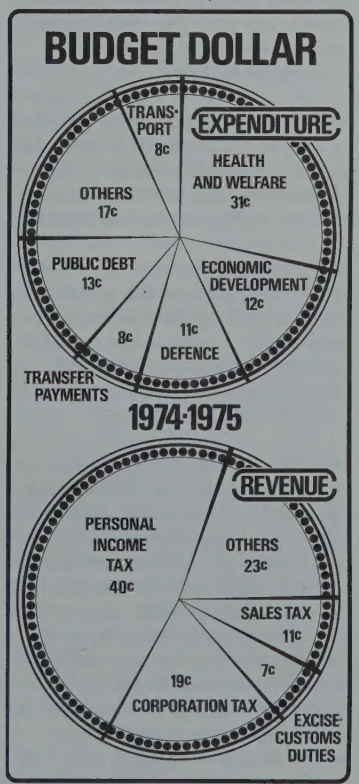
NEWS BRIEFS

Federal Budget Highlights

It was a mixed bag that Finance Minister John Turner presented to Canadians on November 18 when he introduced his first budget since the July 8 federal election. That election was caused to a great extent by the budget Turner introduced last May—the minority Liberal Government was defeated on a non-confidence motion against the budget. Many of the May budget provisions were reintroduced in November; some were amended or modified, others were repeated virtually unchanged, and still others dropped in place of new proposals.

Included in the highlights of the budget—which forecasts a 1974-75 surplus of $250 million on expenditures of $24.8 billion, and a 1975-76 deficit on $1 billion on expenditures of $28.75 billion—were:

- Personal income taxes reduced for 1974 by a minimum of $150 and a maximum of $500; taxes reduced for 1975 by a minimum $200 and a maximum $750.
- Income tax exemptions for the first $1,000 of interest income in 1974, extended to include any combination of $1,000 interest or dividend income in 1975.
- Tax-free savings of $1,000 annually, to a limit of $10,000, for the purchase of a first home.
- New federal tax rates for petroleum and other resources.
- Special 10 per cent surtax for corporate profits earned between May 1, 1974, and April 30, 1975.
- Liquor taxes increased 24 cents per 25-ounce bottle, wine taxes up 6.5 cents per 25-ounce bottle, tobacco taxes raised two cents per package of 20 cigarets.
- New apartment construction costs allowed as a deduction from other income for tax purposes.
- Federal sales tax cut to 5 per cent for building material and construction equipment.
- Elimination of the federal sales tax on transportation equipment.
- A special 5 per cent excise tax on motorcycles with big engines, a 10 per cent tax for privately-owned aircraft and all but small motor-driven boats.
- Special excise taxes on high energy-consuming vehicles, set at $20 for the first 100 pounds over minimum weights, $25 on the next 100 pounds over minimum weights, and $30 on each subsequent 100 pounds.



- A taxpayer is allowed to contribute to a spouse's registered retirement savings plan as well as his own, up to the contribution limit.

OFY Successful

The Department of Manpower and Immigration has announced that last summer's Opportunities for Youth Program was the most successful to date.

Last year, 27,514 young people worked on 3,851 projects. All projects terminated on August 31, and project participants were required to submit a final report and evaluation of their projects.

"I am extremely pleased with the excellent accomplishments of young people in the Opportunities for Youth Program across the country," commented Robert Andras, Minister of Manpower and Immigration. "It is gratifying to see the benefits both to the individuals involved and the communities in which they worked." Andras said, "although there are no extensions for funding for the projects, many OFY participants continue their work on a volunteer basis. Typical of these is a group of students who worked with severely mentally retarded children at the Ongwanada Hospital in Kingston. Their 'Project Stimulation' will continue on a part-time, volunteer basis. The hospital has expressed gratitude and satisfaction for the work of the students."

Andras noted that Opportunities for Youth projects often benefit young people who experience difficulty in finding employment during the summer. While young women, for example, held 40.2 per cent of last year's summer jobs in the private

sector, they constituted 53 per cent of OFY project participants. Andras made special note of the role played by Francophone OFY participants across the country. Some 257 Francophone projects were sponsored outside the province of Quebec, making a substantial contribution to the bicultural heritage of Canada.

Native peoples were among the other beneficiaries of last year's program. Some 292 projects involved or supplied services to native peoples. In the four summers since Opportunities for Youth was initiated by the Federal Government, 122,692 young people have worked on 13,534 projects.

Minimum Wages

Alberta

Alberta's Minister of Manpower and Labour, Bert Hohol, has announced that the provincial cabinet received and approved recommendations from the Board of Industrial Relations to increase the minimum wage from its present $2.00 per hour to $2.25 per hour effective January 1, 1975 and to $2.50 per hour effective July 1, 1975.

These recommended increases will apply to persons 18 years of age and over. Increases were also adopted for students employed part-time from the present rate of $1.50 per hour to $1.75 per hour effective January 1, 1975 and to $2.00 per hour effective July 1, 1975. Employees under 18 years of age will move from the present rate of $1.85 per hour to $2.10 per hour effective January 1, 1975 and to $2.35 per hour effective July 1, 1975.

Hohol said these new rates reflect the substantial increases noted in the cost of living in recent months. He further stated that approximately 36,000 persons, representing about 5 1/2 per cent of Alberta's work-force, will be affected by today's announced increases.

Quebec

Quebec's provincial minimum wage was boosted by more than 9 per cent to $2.30 an hour November 1 because of the increasing cost of living.

The 20-cent increase will probably hit small businessmen such as corner store operators the hardest, since the salaries they pay are generally geared to the minimum wage and budgets are worked out months in advance.

Quebec's Department of Labour estimates the increase will affect 150,000 employees across the province.

One Step Forward, Two Back

Women in the federal public service are losing ground in their battle for equality with men, the 1973 annual report of the Public Service Commission indicates.

Statistics in the report show that of 74,236 women employed in the public service in 1973, the highest number—10,564, or 4.3 per cent—earned between $6,500 and $6,999 annually.

That same year, there were 171,066 men in the public service, of which 24,109, or 9.8 per cent, were employed at a mean salary of $8,000 to $8,499. In 1972, the male and female mean salary range was the same, at $7,000 to $7,499.

The Public Service Commission established in 1971 an Office of Equal Opportunity for Women to promote female equal employment opportunities. In addition, more than 35 departments and agencies are represented on an equal opportunities co-ordinating committee. The Privy Council Office has six permanent employees attached to the co-ordinator for the status of women. Yet, of 868 employees in the public service executive category, only 1 per cent are women. About 25 per cent of the 20,855 scientific and professional employees are women; about 14 per cent of the 35,882 administrative and foreign service employees are women; about 11 per cent of the 20,158 technical category employees are women; about 69 per cent of the 71,122 administrative support employees are women; and about 55 per cent of the 171,066 operational employees are women. Of the 245,302 employees in the federal public service, 69.7 per cent are male.

Strikes Studied

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) holds the dubious distinction of topping 17 other unions in Ontario in resorting to strikes to settle collective agreements.

Settlement Methods in Ontario Collective Bargaining, 1970-1973, a study conducted by Dr. Laurence A. Kelly of the Queen's University Industrial Relations Centre, found that between 1970 and 1973, the UAW was involved in 110 settlements. Direct bargaining settled 20 per cent of them; conciliation, mediation-arbitration and non-direct bargaining was successful in 45.5 per cent, and work stoppages occurred in 34.5 per cent.

Kelly conducted the study by analyzing 1,400 Ontario collective agreements based on information published jointly by the federal and Ontario Departments of Labour covering settlements involving more than 250 employees in industries other than construction.

The union with the next highest incidence of strikes was the International Brotherhood of Electrical Workers, whose members settled 31 contracts and struck during 25.8 per cent of them. The electrical workers in the International Union of Electrical, Radio and Machine Workers were third, with 22.7 per cent strikes in 22

contracts. Next was the International Association of Machinists and Aerospace Workers, with 22.2 per cent of their 54 contracts settled by strikes.

At the bottom of the survey, the province's nurses associations settled 41 contracts without a single work stoppage, as did the federal Public Service Alliance in agreeing to 48 contracts.

Record Demand

Job openings for executives, accountants, engineers, and scientists returned to record levels during the third quarter of 1974, according to the Technical Service Council. The Toronto-based non-profit placement service reported that a survey of 1,500 manufacturing, construction, consulting and mining firms across Canada indicated that at the end of September, job openings were up 11 per cent from June and 36 per cent from September, 1973.

The upturn in openings, noted the TSC, was caused partly by the employers' inability to fill vacancies because of the number of large projects under way or planned in the pipeline, petrochemical, forest products, coal mining and gasification industries. Recruitment from countries such as Britain is still going on (LG, Sept., p. 609).

Of 2,765 job openings listed with TSC offices, 1,174 are in Ontario, 702 in Quebec, 608 in the Prairies and the Northwest Territories, 225 in British Columbia, and the Yukon, and 56 in the Atlantic provinces. Opportunities in the Prairies have increased 60 per cent during the last year, more than any other region, reported the Council.

CBRT Grows

The membership of the Canadian Brotherhood of Railway, Transport and General Workers increased to 38,000 last October when the 2,400-member Canadian Telecommunication Union, Division 43 of the United Telegraph Workers, officially merged with it. In an earlier referendum, 91 per cent of the Division 43 members voted in favour of disaffiliating from their international union and joining the CBRT & GW.

The Brotherhood's new members, who are employed by Canadian National Railways, will be known as its Canadian Telecommunication Division.

Labour Advisers Named

U.S. President Gerald Ford has named eight labour leaders to a new labour-management committee that will advise him on the U.S. economy. John T. Dunlop of Harvard, who headed former President Nixon's Cost of Living Council, has been appointed co-ordinator of the committee, which also includes eight representatives of business.

The labour members are AFL-CIO President George Meany, AFL-CIO Secretary-Treasurer Lane Kirkland, Steelworkers President I.W. Abel, Teamsters President Frank E. Fitzsimmons, United Auto Workers President Leonard Woodcock, Amalgamated Clothing Workers President Murray H. Finley, United Mine Workers President Arnold Miller, and Seafarers President Paul Hall.

The Executive Order from the White House establishing the committee stated: "The Committee shall study and shall advise and make recommendations to the President with respect to policies that may be followed by labour, management, or the public that will promote free and responsible collective bargaining, industrial peace, sound wage and price policies, higher standards of living, increased productivity, and related manpower policies, and such other matters that could contribute to the longer-run economic well-being of the Nation."

President Ford has repeatedly assured labour that he has no intention of reviving wage and price controls. The eight businessmen he has named to the new committee also have opposed a return to controls.

AFL-CIO President George Meany has made labour's position very clear: "Guidelines are not equitable because they will not work on prices or profits ... We all know how to control wages...But how do you control prices? If you don't want to set up a tremendous bureaucracy, just forget about controlling prices...We will co-operate with across-the-board controls if they are enforced equally on all prices, incomes, profits and rents, and not just wages."

White-collar Unionists

The desire for more pay and greater job security is pushing more and more middle-class Americans into unions. According to figures released by the U.S. Labor Department, more than 5.2 million white-collar workers are now represented by bargaining units of one kind or another. Of that total, about 3 million can be classed as technical or professional employees. They include school teachers and college professors, musicians and screen actors, employees of state and local governments, journalists and postal workers.

Why are so many white-collar workers rushing to join unions? Technological change offers a partial explanation, say labour authorities. The Labor Department predicts that by 1980, there will be a total of 49.3 million white-collar employees, more than all other categories put together. There is also a growing realization among professionals that their employment problems are not vastly different from those of blue-collar or service workers. Many in the middle class say there is a lag between the pay raises won by the blue-collar unions and their own salary increases; cutbacks in a variety of industries have hit many of the middle class; and professional

or technical workers can find themselves with no-one to turn to if they are unhappy about job assignments or working conditions. At the same time, traditional opposition to trade unionism has been fading in many fields, particularly in education and the public service.

The National Education Association and the American Federation of Teachers together represent close to two million teachers. College professors were once considered unlikely prospects for unionization. Yet in 1972, the American Association of University Professors voted to "pursue collective bargaining as a major additional way of realizing the Association's goals in higher education." Now, it is bargaining on behalf of about 11,000 faculty members at 27 schools.

About a million professional employees—defined by the Labor Department as persons "with a high degree of formal training or an exceptionally high degree of talent and skill"—can be found in the ranks of the 18 unions that make up the Council of AFL-CIO Unions for Professional Employees. The growing unionization of public employees also involves many middle-class workers. A third of the 700,000 members of the American Federation of State, County and Municipal Employees, for example, are white-collar workers. Many, from accountants to highway engineers to social workers, came into the union through mergers with state employee associations.

Secretary of Labor Peter Brennan believes that the spread of unionization among public employees will continue and that there will be increasing pressure for federal laws to permit collective bargaining by public employees in states where it is not yet permitted.

Although unionization is widespread in the federal public service, bargaining is permitted only on non-wage issues, such as working conditions. The largest union of federal public service employees is the American Federation of Government Employees, with about 300,000 members, half of whom fall into the professional and technical category.

For the future, unions are looking increasingly to scientists and engineers as the greatest area of potential growth. About one million engineers and 600,000 scientists and mathematicians, two thirds of them in private industry, rank second in size among professional groups, behind public school teachers. Many are realizing that they are no different from other employees, that they are small parts in a corporate machine and have little power to bring their salaries up, safeguard their jobs or resolve grievances.

Executive Outplacement

Firing an executive requires a certain amount of courage. It can be distasteful, embarrassing—and expensive, if it creates bad publicity. So more than 200 big corporations in the U.S.—including a large number of banks— are trying "outplacement consultants," specialists who, for a fee, advise companies on how to handle the firing and also counsel the fired executive on how to find another job. These consultants sell the idea that a third party makes it easier for a company to appraise its management and to weed out those who are no longer effective. With the economy providing companies with reason to cut back on manpower, the consultant is increasingly in demand.

Some companies use a specialist only to tutor a fired executive, but most bring him in to help with the actual firing. The consultant's first job is to instruct the employer on how to break the news to the manager who is about to be fired. The consultant generally advises the person who is to do the firing to be brief and unequivocal, and to do it in a conference room or in the other person's office so that the firer can get up and leave. The length of time the executive's pay and benefits will continue should normally be established in advance, and the announcement inside the company and to the press should coincide with the actual firing. The consultant usually advises the employer to get the executive off the premises too. Once the latter has been fired, the consultant shows up to appease his grief and anger, to bolster his confidence and get him thinking about a new job. The consultant then underlines the fired man's accomplishments and, through interviews and tests, tries to identify the skills that he thinks a prospective employer might be interested in. The executive is taught to develop contacts and probe hidden segments of the job market through systematic letter writing and telephoning, but not to overlook normal channels like executive placement services and want ads. He is also taught interviewing techniques and how to negotiate for his salary.

Firing consultants claim that nearly all the people they counsel find jobs within two to four months, partly because they reserve the right to turn down really tough cases, such as those involving alcoholics or executives to whom a company refuses to give a recommendation. Many users reportedly agree that they benefited from the service. The clients, who pay a fee of 10 to 15 per cent of the fired executive's gross annual salary, seem satisfied too.

Vinyl Chloride Levels Set

The U.S. Labor Department has issued a new standard dealing with the exposure of factory employees to vinyl chloride. The standard, effective January 1, 1975, drastically cuts the amount of vinyl chloride to which workers can be exposed. The Labor Department decided to issue the new rules after the number of deaths

traceable to vinyl chloride, which causes a rare and fatal form of liver cancer known as angiosarcoma, had climbed to more than 20.

The temporary emergency standard for vinyl chloride, in effect from April 5 to October 5, 1974, provided that workers should not be exposed to the chemical at levels exceeding 50 parts per million of air. The previous standard, which had been 500 ppm, was set in 1971. The new regulations maintained the 50 ppm level until December 31, 1974. Now, workers may not be exposed to more than 1 ppm of vinyl chloride averaged over eight hours of exposure, and no concentration higher than 5 ppm over any 15-minute period.

After January 1, 1976, workers will be required to wear respirators if they are exposed to air containing more than 1 ppm of vinyl chloride over eight hours and 5 ppm over 15 minutes. In 1975, if vinyl chloride levels are below 25 ppm, the use of respirators will be left up to each employee after he has been warned of the danger.

The new standard "applies to the manufacture, reaction, packaging, repackaging, storage, handling or use of vinyl chloride or polyvinyl chloride but does not apply to the handling or use of fabricated products made of polyvinyl chloride."

The new standard calls also for regular monitoring of plant air, regular medical examinations for workers, and establishment of "regulated areas" where vinyl chloride levels are high. It prohibits direct worker contact with liquefied vinyl chloride and requires the posting of signs warning that the chemical is a "cancer-suspect agent."

Dr. Irving Selikoff (Mount Sinai School of Medicine), occupational health consultant to the AFL-CIO Industrial Union Department, said that the 1 ppm limit on exposure to vinyl chloride "is in essence a recognition of the contention of labour and health authorities that there should be no exposure to vinyl chloride." A spokesman for a plastics company, however, said that the new regulations put the industry "on a collision course with economic disaster" and that they could "throw two million jobs down the drain."

Employee Shareholding Plan

Texasgulf Inc., a mining and chemical concern, has announced a wide-ranging employee stock-sharing plan that will reportedly make every employee a shareholder in the company.

Under the program, the multinational firm's 4,000 full-time employees—including 2,000 Canadians—will receive from one to 50 shares of Texasgulf stock this year, depending on their years of service. The Canadians include about 1,700 workers at the company's Kidd Creek mining operation near Timmins, Ontario, and more than 300 employees working in offices and mining properties in Toronto, Calgary and Vancouver.

The initial disbursement of stock, begun in late November, included more than 40,000 shares. Texasgulf estimates that employees will receive an additional 50,000 shares during the next 5 years. They will receive stock on the following basis: less than 5 years of service, one share; 5 to 10 years, five shares; 10 to 15 years, 15 shares; 15 to 20 years, 30 shares; 20 or more years, 50 shares.

Dr. Charles F. Fogarty, chairman of the board, believes that "owning a part of the company will give each employee a greater awareness of why profits are so important."

WFTU Leader Dies

Louis Saillant, for 24 years head of the Communist-dominated World Federation of Trade Unions, died on October 28 in Paris at the age of 73. Saillant, a carpenter by profession, rose through the ranks of the French General Labour Federation (C.G.T.) to national secretary of its carpenters' section by the time he was 27. In 1940, when the Vichy Government declared all trade unions illegal, he went underground, becoming a prominent leader of the French Resistance and heading its top council in 1944.

After serving as a Communist member of the Constituent Assembly that worked out the Constitution of the Fourth Republic, Saillant participated in the 1945 London meeting of the World Trade Union Congress that founded the WFTU, which elected him secretary-general. The union grouping represented more than 66 million workers from 56 countries and was at the time the only international labour organization. Following the secession of non-Communist member unions from the WFTU (they were to form the International Confederation of Free Trade Unions), he moved his headquarters to Prague, Czechoslovakia in 1948. He received a Lenin Prize from the U.S.S.R. in 1959, returned to France and became an honorary president of the WFTU in 1969.

Layoff Compensation

A recent agreement between France's major trade unions and the country's employers' association guarantees full pay for a year to French workers who lose their jobs because of economic difficulties in their industry. The new layoff compensation scheme, reached after three months of negotiations between the unions and employers, represents fulfilment of an election promise made by President Valery Giscard d'Estaing. Had the unions and employers not been able to reach agreement by the end of this year, he was prepared to step in with legislation.

The accord, believed to be the first of its kind in any western industrial nation, will be administered by an

organization known as the National Union for Unemployment. It is expected that the Government will make an initial contribution of about one billion francs (roughly $220 million) to the fund and thereafter match company and worker contributions on a franc-for-franc basis. Companies and workers will contribute to the fund on a 4-to-1 basis.

To qualify, a worker must be less than 60 years old—the age when early retirement legislation comes into effect—and he must have held a non-seasonal job for 12 months prior to the layoff. In addition, each enployee's efforts to find new employment will be reviewed at three-month intervals, and he will be disqualified should he refuse at any time during the 12-month period following the layoff to accept suitable employment offered to him or decline to take part in any kind of retraining program.

Although the landmark agreement has been applauded by all sectors of French society, some businessmen are worried that it might lead to increased union militancy. They fear that demands for higher wages need no longer be restrained by fear of layoffs.

German Unionism

According to surveys conducted by the Institute for Applied Science in West Germany, 25 per cent of the country's population considers unions "highly necessary" nowadays, 45 per cent considers them "necessary" and 23 per cent "necessary at times." Only 8 per cent of West Germany's population regards unions as "unnecessary."

Of more than 22 million gainfully employed persons in the Federal Republic of Germany, more than seven million belong to the DGB (German Trade Unions' Federation), the umbrella organization for 16 unions. The Christian Trade Unions' Federation has close to 200,000 members, and the German Salaried Employees' Union, 480,000.

West German workers' organizations see themselves as a political force with the right to share, on a long-term basis, in the development of the state, society and the economy. Although they are not directly mentioned as a political factor in the Constitution of the Federal Republic, they have a say in the political decision-making process through their links with the political parties. It is interesting to note that more than half the members of the German Bundestag are also members of the DGB.

Rural Workers Need Help

Measures to raise income and employment levels for agricultural workers were urged by the International Labour Organization's Advisory Committee on Rural Development at its October meeting in Geneva.

The committee drew attention to the seriousness of poverty among the world's agricultural workers, most of whom are engaged in subsistence farming, and it underlined the importance of the rural economy for economic and social progress in developing countries.

The ILO experts said that public expenditure and investment should be geared more closely to the needs of the agricultural sector. A system of credit and long-term loans at low interest should be made available to all cultivators, who should also be able to buy agricultural supplies at reasonable prices. Better distribution of land and accessibility of water supplies were other immediate needs pinpointed by the Committee.

A number of specific measures were proposed for each of the main four categories of rural workers:

—immediate action to create productive employment for the landless and the unemployed;

—minimum-wage fixing, equal pay for equal work and the elimination of the subcontracting system for wage earners;

—security and stability of tenure and fair sharing of the results of production for tenants and sharecroppers;

—measures for the benefit of small farmers, among them improvement of managerial abilities, adequate market

ILO

The new headquarters building of the International Labour Office in Geneva was inaugurated last November. The 11-storey headquarters, set on a hillside overlooking the city and its lake, will serve as the ILO's base for its operations, meetings, research and publications.

information, and storage and processing facilities.

The ILO could help to bring about these improvements, the committee said, by stepping up its activities in the fields of rural employment promotion and training, by encouraging rural workers' organizations, by promoting accurate income and wage statistics, and by the ratification of international labour standards.

Australians Pro-Union

Australians are overwhelmingly of the opinion that there have been too many strikes in their country. Most Australians, however, think that trade unions have been a good thing for Australia, and that strikes should be legal, at least in the private sector. These are the principal findings of a recent nation-wide Gallup poll on attitudes toward trade unions and strikes.

When 2,270 people aged 14 or more were asked to look back over the history of trade unions in Australia, 62 per cent said the unions had been a good thing for the country, 28 per cent said unions had been a bad thing, and 10 per cent were undecided. Surprisingly, the vast majority of owners and managers of big business and their wives (70 per cent) and professional people agreed with the statement "trade unions have been a good thing for Australia." Seventy-three per cent of the people interviewed said membership in trade unions should be voluntary, 21 per cent said membership should be compulsory, and 6 per cent were undecided.

Analysis by union membership showed that the vote for voluntary membership came from 67 per cent of union members and their wives, and from 76 per cent of other people. Analysis by age showed that unionism is favoured by 82 per cent of those aged 20 to 29, compared with 75 per cent of those 30 to 49, 66 per cent of those 50 to 69, and 57 per cent of those 70 or more.

A majority (58 per cent) were of the opinion that strikes should be legal in private industry, but only 48 per cent said strikes should be legal for workers in public utilities and for professional public service employees.

Fewer than 1 per cent of the people interviewed said there should be more strikes; 8 per cent said there were the right number of strikes and an overwhelming majority of 91 per cent said there were too many strikes.

Worker Participation

Australia has established its first organization to promote worker participation in management. The services of the new body, a branch of South Australia's Department of Labour and Industry, are available on a consultative basis to both private and public sectors.

In its first five months of operation, the Unit for the Quality of Work Life (locally known as the Worker Participation Unit) gave advice to 27 of Australia's biggest companies, 13 departments of the Federal Government, various State Governments, three major employer associations, an assortment of managerial and educational bodies, and most of the country's leading media interests.

Widespread interest in the new organization indicates a recognition by both employers and workers of the point made by South Australia's Premier, Don Dunstan, that "any person will realize his or her full potential at their place of work and achieve job satisfaction only if they have an interest in and become involved with their work."

The unit hopes within two years to involve 45 per cent of South Australian companies employing more than 50 persons either wholly or partly in industrial democracy. Such companies, together with public utilities, comprise 76 per cent of the workforce. The organization seeks also to foster co-operation in this field between all the State Governments of Australia and to develop a dialogue with other countries on all facets of industrial democracy.

To some people, the term industrial democracy means profit sharing, to others, worker representation at management and board level, but to the South Australian Department of Labour and Industry worker participation simply means "the redesign and humanization of jobs to improve the quality of work life."

The Department's basic approach is to provide a free and confidential advisory service to management, trade unions and employees. It provides guidelines that will enable employers to develop forms of participation that are consonant with their organization's history and capabilities.

The worker participation unit arranges job redesign workshops lasting three days, where participants (usually numbering 50) concentrate on actual and specific problems. This interaction allows employers to benefit from the experiences of others in similar work situations. It also opens up a three-way dialogue between management, employees and unions. In addition to following up with workshop participants the designs formulated during these workshops, the unit works on detailed projects for individual employers.

ICFTU Anniversary

Ceremonies marking the 25th anniversary of the International Confederation of Free Trade Unions took place in Brussels on November 21, the first day of the 62nd session of the Executive Board. ICFTU President, Donald MacDonald and other labour leaders addressed delegates from the Federation's 140 affiliated organizations, representing 50 million members in 87 countries.

UN Seminar

FIGHTING CHEESECAKE AND CHAUVINISM

by SHIRLEY PLOWMAN

With the first hint of fall chill in the air, delegates from 29 countries met in Ottawa to discuss national machinery that would allow women to become more fully integrated into a male-dominated world. The seminar, sponsored by the UN as a prelude to International Women's Year, was opened by Helvi Sipila, assistant secretary-general of the UN.

Women make up more than half the world's population, she noted—not to mention half its human resources. To ignore their potential for national development, as well as their personal aspirations for self-fulfilment, will ultimately impede economic and social development. But improved status would only evolve from improved education, literacy and economic development, said Mrs. Sipila. "Much higher percentages of women than men are illiterate, unemployed and underemployed, overburdened with the multiple roles of wife, mother and employee, and their contribution is not taken into account in the gross national product. Of course, there are fewer women graduating from universities, and consequently, fewer women in the upper end of the occupational spectrum."

What's Been Done

About 35 countries have women's bureaus working within the government structure; seven, including Canada, have national commissions on the status of women, and two have councils of equality. Several other countries are in the process of setting up machinery, and other are in the experimental stage. The President of France has just recently appointed a special Minister responsible for the Status of Women, and Australia has a special adviser on women's affairs. Other governments have been appointing women to such high-ranking positions as ministers of state, ambassadors, commissioners and judges.

Despite such obvious forward steps, Mrs. Sepila could not help sounding a note of gloom. "Our experience has shown that although many governments accept in principle the equality between the sexes and have enacted progressive legislation, the de facto situation remains bleak."

She suggested that the hiatus between the actual situation and the de jure situation could only be removed by the joint planning of both sexes, and by improving the status of women in development programs at the planning stage.

The Need for More Study

"There is a basic need to establish national, state or federal commissions with a mandate to evaluate and recommend measures and priorities to ensure equality between men and women," Mrs. Sepila said.

As early as 1963, various UN bodies were repeatedly recommending the establishment of governmental machinery that would allow full integration of women into the development process and provide equal opportunities for them to contribute to planning and decision-making.

"The UN really can't produce much more. It can't change legislation, employment opportunities, educational opportunities or health services. This has to be done at the national level.

The theme for International Women's Year is "Equality, Development, Peace" and the program of activities will be launched at an international conference held in Bogota, Colombia from June 23 to July 4.

"International Women's Year will undoubtedly test and stretch to their limits of performance, all the parts of machinery we have in Canada," said Freda Paltiel, a special government adviser on the status of women.

Canada Taking Steps

Martha Hynna, Co-ordinator, Status of Women and acting head of the Canadian delegation, said that the question of women's position in society is emerging as a major issue for all governments at the provincial, national and international levels. "We in Canada feel that ongoing bodies such as law reform commissions and anti-discrimination agencies are of prime importance," she said. The federal and provincial governments have established law reform commissions that are now in the process of making recommendations to remove anachronisms and anomalies from the law. "A number of these commissions are studying the questions of family law and married person's property law, subjects that are crucial to women's position in the family, and society as a whole."

Most provincial governments now have human rights commissions, and the federal Government has announced its intention to establish in the near future a commission for the protection of egalitarian rights.

"Canada's objective is the full integration of women in all aspects of society, and an end to discrimination," Ms. Hynna said. "When this is achieved, the national machinery we're talking about will have become obsolete."

Differing Views on What's Needed

It was made clear at the outset that equality for the world's women with all the world's men had different connotations for different UN delegates. If to Canadian women it meant updating certain connubial community property laws and gaining equality of opportunity to compete in male-dominated fields, in some countries it meant the attempt to end prostitution forced by circumstance on young women who could not find gainful employment; to update craft skills or to terminate illiteracy.

Also evident among the delegates was the feeling that in certain countries the status of women is more highly evolved than it is in the industrialized nations of the West.

The USSR

In the USSR, women comprise 51 per cent of the country's total workpower. They make up about 60 per cent of all workers with specialized secondary or higher education, 31 per cent of engineers, 40 per cent of agricultural specialists, 71 per cent of teachers and 72 per cent of doctors.

"Half a million women are managers of industrial enterprises, state farms and collective farms, administrative institutions, and construction supervisors," said Tatiana Nikolaeva, Principal Secretary, Commission on Social Problems, USSR. "Women occupy leading positions in the most varied areas of the national economy. Their high level of education and culture enables them to master any profession, to work on complex machines and to perform high class productive operations."

USSR trade unions play an important role in promoting the welfare of women and ensuring equal opportunity in employment. A Special Committee on Women Workers, set up as an advisory body to the All-Union Central Council has resulted in improved working conditions, recreation, social security, education and state protection of motherhood and childhood. In the USSR paid maternity leave is four months regardless of the length of service. New legislation on marriage and the family, adopted in 1968, stresses equality of women and men in family and property relations, and equality of rights and duties of parents in respect to bringing up children.

"The historical experience of the Soviet State has confirmed that socialism provides such economic and social conditions in which the energy and initiative, numerous gifts and talents of the women have been fully discovered," Ms. Nikolaeva said.

Bulgaria

In Bulgaria, another socialist country, there is absolute equality in male and female wages. Women make up 44 per cent of the labour force, and 82 per cent of working age women are employed or involved with advanced studies.

"One third of our engineers, half of our doctors, 40 per cent of our architects and technologists, 80 per cent of our

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teachers and 30 per cent of our economists are women," said Svetla Dafkalova, Minister of Justice, but added: "We need a political decree representing a basic directive of a legal, socio-economic nature to guarantee favourable conditions for harmonious promotion of women in future society—to improve women's role in the structure of socialist society."

Yugoslavia

The emancipation of women in Yugoslavia began with the social revolution and has continued to be part of the social system. Yugoslavia has a structure called the Conference for the Social Activity of Women. "It is a social organization that gives utterance to political consciousness and to the need for social action to improve the position of women," said Jasna Gardun, a member of the Conference's board of directors. "The Conference works on long-term programs of action, studies the essential problems related to the social position of women, and initiates action in various social structures that can bring about solutions to these problems."

The terms of reference are wide. The Conference deals with most aspects of social and economic life, ranging from employment of women, their education, protection of mothers and their inclusion into social life, to guarding the interests of the modern family, especially if both parents are employed. It is thus concerned with the welfare of children, housing problems, distribution of canteen meals and so on. "The Conference is actively involved in planning for the entire socio-economic development of the country," Ms. Gardun said. "As a direct result of the Conference, the Federal Assembly passed a law on family planning and another law on the social protection of children; there have been other legislative measures for the protection of mothers."

It is also concerned with increasing employment opportunities for women and the promotion of advanced studies for female students.

Egypt

Although Egypt's women have only been eligible to vote

since 1956 and employment is somewhat limited, they are protected against job discrimination by labour legislation enacted in 1959. Equal pay for equal work is granted to both sexes in the Civil Service, and the retirement age of 60 is the same for both.

"Now that Egyptian woman has the right to work, to produce and occupy her place side by side with men, the Ministry of Social Affairs has responded accordingly," said Hoda Barakat of the Ministry of Social Affairs. "It has drawn up integrated programs to enable the family to play its role effectively with respect to rearing its children. These programs will also provide every possible social and medical care during the mother's absence at work."

The Sudan

It has been a long hard uphill struggle, however, for women in the Middle East. During the colonial period, education was not organized to eradicate illiteracy for either men or women. "The current illiteracy figures illustrate how little was accomplished during that period," said Dr. Fatma Abdel Mahmoud, Deputy Minister of Health and Social Welfare, Khartoum, Sudan. "About 75 per cent of the men and 92 per cent of the women are illiterate."

In the Sudan, she said, discrimination against women is based on a number of economic, social and cultural factors. It is no secret that males receive preferential treatment in Sudanese communities whereas women are confined to domestic affairs and child rearing. "Within the family itself, when boys are born, the family celebrates because the birth brings many social benefits. Girls are considered to be associated with shame, weakness and with very limited participation, but," she added, "this general or traditional concept is now diminishing."

A commission on the status of women was established through the Sudanese Ministry of Health and Social Welfare in April 1974. The decision was made following meetings between the Ministry, the UN and the Economic Commission for Africa. Dr. Mahmoud heads the commission, which is now in the process of conducting a study on working women according to occupation, sector and salary scales. Seminars concerning the status of women are planned for various African countries.

Mali

Lack of education and lack of communication are two great barriers to equality of the sexes in African countries. Women in Mali have had the right to vote since 1963, and they have been guaranteed equal pay and equal working conditions. "But illiteracy is a big problem," said Malian delegate Néné Satourou Tall. "Eighty five per cent of the women—really 100 per cent if you consider rural areas—are illiterate."

Mali was the first French-speaking African country to admit women into government after gaining independence. A major problem is to convince women they have the right to take part in the country's development.

Ghana

In Ghana, females make up 39 per cent of school enrolment. The government of Ghana has no official commission concerned with the status of women, but there are ad hoc volunteer organizations striving for emancipation.

For many African women, true liberation will come only with a marked change in attitude. Through education they will gain the right to take part in the country's development. The problem is to convince them they have the right to participate.

Kenya

In Kenya there is a noticeable gap between the number of male and female students. "Women still lag behind in education," said Justus Siboe, Principal Community Development Officer, Nairobi, and one of only two male delegates at the conference. "But the independent Kenya has done much more in the field of female education than was ever done under colony rule."

When Kenya became independent in 1963, only 34.2 per cent of girls were in primary schools; the number has now risen to 45 per cent. The number of female university students has steadily increased in the last five years.

Adult education classes are flourishing also. Nearly 70 per cent of the 31,400 adult students are women. Farmers' Training Centres have a majority of female students, as have health courses, and women are on a par with men in co-operative informal training courses.

"Employment in Kenya has been based strictly on merit," Mr. Siboe said, "but unfortunately in the past women have not had the same educational opportunities as men. As more and more women attend higher institutions, openings will correspondingly increase."

About two years ago, co-operatives called Mabati Groups became involved in renovating living quarters. Since that time 8,000 houses have been renovated. "This means that some 8,000 families are living in comparatively better houses as a result of these women's group activities." Some 1,400 groups numbering 63,000 are involved in home economics and welfare programs to assist the aged and disabled. The Kenya University Women's Committee has been collecting funds for scholarships to enable girls from poor homes to continue with higher education. "It has

been clear to us, through experimentation, that well-organized women's groups with well-developed leadership can hasten development," he said. "That, in fact, acceptance of innovations is faster if they are introduced through these groups."

Mexico

In Mexico, more than 100,000 women have been trained to work in social improvement programs and community development schemes. Under the initiative and control of the National Institute for the Protection of Childhood, women are encouraged to help solve the problems common to all wives and mothers.

"Women have begun to realize the importance of their role in society," said Yolanda Ballesteros, who has a doctorate in chemistry and pharmacobiology. "They know now that their role in procreation is to achieve quality rather than quantity of descendants."

The urgent need to curb population growth has led to the reform of the General Population Law. The reduction and stabilization of the population growth is defined as an educational problem that allows for a change in mental structures. It promotes also a responsible attitude towards the reproductive function of woman, coupled with more opportunities for education and employment, so that her judicial equality may become a reality.

"Women count this as an institutional aid to fight *machismo* and discrimination," she said. "The term *machismo* conveys the exaltation of a false virility and male preponderance that simultaneously implies and overvalues one of the personality characteristics that for a long time has defined Mexican women: submission, or the self-denial of her personality to man."

But female chauvinism, she said, is just as harmful. "New ideas must start at home. A mother must stop discriminating against her sons and daughters by treating them differently. She must intervene at the school level and forbid use of texts which show women always only in the role of wife and mother."

Peru

Many underdeveloped societies that are predominantly male-dominated view women's integration as a threat to their masculinity. Sociologist Mario Zolezzi of Peru, the only

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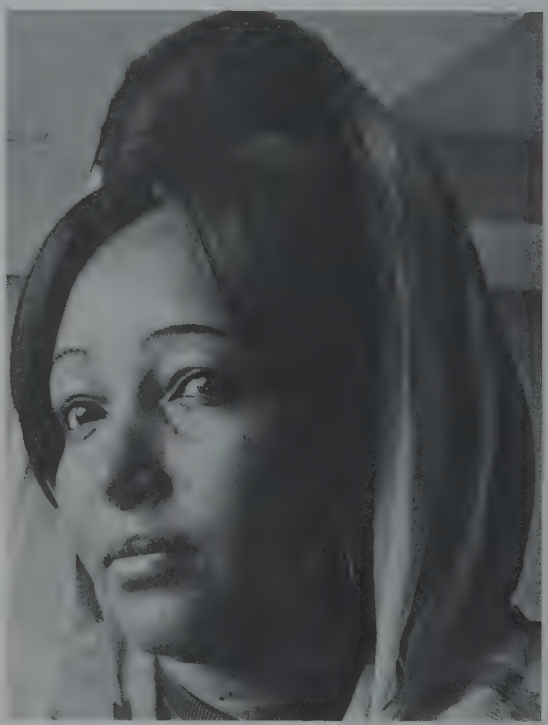
Dr. Yolanda Senties de Ballesteros, Freda Palteil



Dr. Fatma Abdel Mahmoud

other male delegate at the conference, said that any formulation of policy and programs must start with national development policies; otherwise efforts for full integration will be wasted.

"Private organizations are often ridiculously competitive," he said. "Individual organizations should belong to a national body that would co-ordinate programs so that integral programs can be carried out. If the problem is seen from the view of global development, we can take a series of measures that have so far not been tackled."

One of the major obstacles to women's advancement is their lack of education. "Many of the eight million women in my country can neither read nor write," Mr. Zolezzi said. "To have the right to vote, you first have to be literate."

Spain

Spain's women doctors, lawyers and sociologists are involved in the planning that affects all aspects of life. "We have 52 national organizations in which women participate because the government is aware that they can help solve these problems," said Carmen Salinas, Women's Section, National Technical Cabinet's Delegation. "Conversely, men do not consider it beneath them to be involved with handicrafts, nor do women consider it unfeminine to concern themselves with agriculture."

Spain has set up a National Committee on Women's Employment to advise the Minister of Labour on ways to fully integrate women into the economic life of the country.

Holland

"In the Netherlands most people still think in terms of traditional sex-stereotyped roles for men and women, boys and girls," said N.C. de Ruiter, Chairwoman, National Committee, International Women's Year. "Although there is equality of educational opportunities at nearly all levels, the educational patterns of parents and teachers and the advice of vocational counsellors orient most girls towards marriage only."

There are few Dutch women in high-ranking or high-paying positions, and very few women representatives in government or on local, regional and national political bodies. But the Ministry of Social Affairs now has a special committee that advises officials exclusively on the employment of women, and the Dutch Government is

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Claire Gebeyli, Lebanon; Sylva Gelber, Canada

determined to formulate a coherent social policy to promote equality between men and women and bring about the full integration of women in all parts of society.

Sweden

Another delegate, May Britt Carlsson, Ombudsman for the Permanent Mission of Sweden to the UN, told delegates that under-representation of women in policy-making bodies and in other organizations was another sign of inequality, and of an attitude that discriminates against women and hampers them in their efforts. "These values and attitudes reflect the division of labour between men and women that now characterizes society, locking both men and women in separate life roles and impeding a free development of personality."

Demands for equality involve not only changes in the life conditions of women, she urged, but also in those of men. "For women, these changes would mean increased opportunities for going out to work, and for men, the possibility of taking greater responsibility for the care of the children."

If increasing numbers of women are to work outside the home, she added, the day care and services in residential areas will have to be expanded, and the work in the home fairly divided between members of the family.

Jamaica

Jamaica, once a crown colony, gained its independence 10 years ago, and has had to go through the usual growing pains of educating its people.

"Women are respected not only in their role of wives and mothers but women of ability are appointed to positions of authority," said Kathleen Edwards, Executive Secretary of the island's YWCA. "When you consider that 41 per cent of the population is illiterate, women have no problem filling positions at an advanced level if they are qualified to do so. There is a class consciousness in Jamaica, but not necessarily a competitive male-female consciousness."

Mrs. Edwards admitted, however, that in some circles there was a certain resentment toward higher education for women as it was believed that professions would suffer if a woman was too devoted to home and family.

"This is, of course, a fallacy," she said, "as it has been proven that professional women can competently cope with both home and profession. We're at a melting point in our development where women are beginning to realize their true value to their society and are making a conscious effort to reshape their image. It's now up to the women of Jamaica to grasp the opportunities being offered them, to

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Mary Britt Carlsson

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Jasna Gerdun

accept responsibility and not reject promotion or executive positions on the grounds of family ties."

The Phillipines

The Filipino delegate, Leticia Shahani, Ministry of Foreign Affairs, found the militant views expressed in the mass media by North American women to be disconcerting. "As a Filipino, I find it hard to understand what true equality between the sexes really means. Educated Filipino women are active in every aspect of life. Besides the more traditional roles such as teaching and nursing, women take their place with men in heading commissions, in law, finance, banking, trade and commerce."

But she readily admitted that there is high unemployment in the Phillipines and that women on the lower echelons do not complain about discrimination or lack of benefits because they fear losing their jobs.

"We are not as obsessed as our Western sisters with the subject of equality," she said. "We don't want to see polarization of the sexes. Women know they are needed also as wives and mothers, as men are needed as husbands and fathers. There exists between the two sexes not a feeling of competitiveness, but of mutual respect."

More and more women are reaching the university and graduate level. "We are seeking ways to bring our young men up to the level of the women," she said.

The Phillipines has had a Women's Bureau since 1960, and they are now in the process of establishing a commission on the role of Filipino women. "We are doing research to find the status of Filipino women before we came in contact with the West."

Japan

In the early 1900s Japan went through a period of social consciousness coupled with an increase in educational opportunities for women. Persistent efforts were made to allow women to participate in politics, but it was not until the end of World War II that the position of the Japanese woman improved dramatically.

In November 1948, Japan made both sexes equal under the law, and placed women legally on the same level with men in all aspects of political, social and family life. Women's suffrage was granted, co-education introduced, equal wages prescribed and equal connubial rights guaranteed. Several government bodies were set up to work on improving the actual status of women.

Although Japan has well-organized, long-established and fairly efficient ministries, there is the universal problem of smooth co-ordination among them.

"Women's affairs are related to many ministries," said Mayumi Moriyama, Director General, Women's and Minors' Bureau, Ministry of Labour. "Each ministry has a long history of stable, well-established bureaucratic organizations with their own jurisdiction. They are reorganized quite often to meet the new demands of the people.

"New ideas and programs are coming out constantly. Government officials say that co-operation and co-ordination is necessary, and they do co-operate and co-ordinate. But still it is not easy to always get really good co-ordination among these ministries.

"Being a director-general of the Ministry of Labour and at the same time wishing to have a comprehensive program for improving the status of women as a whole, I am always asking myself a question: What is co-ordination and how can it be done really well?"

Malaysia

This question, common to bureaucracies the world over, was answered in part by Malaysia's Catherine Chung Tzu-Hui, Labour Officer. "Malaysia is a multiracial country where customs and conventions usually end up as laws of the land," she said. "It would be difficult to set up a single national body to minutely examine all the problems affecting women, so the Government encourages smaller units or organizations to cater to respective needs of the different aspects of Malaysian society."

She explained that the present position of women in Malaysian working society is not because of legislative hindrances but because of deep-rooted customs and fears. In the eyes of the law, women are on equal footing with men. "This unique Malaysian predicament has placed women at different stages and levels of integration and development."

In Malaysia they found that if women involved in the same compartments of society work together in smaller units it overcomes the problem of communication, and provides them with a sense of identity. "For example, it would be easier for the women employed on Malaysian agricultural plantations to form a unit of their own. It would be difficult to get this particular group to form and participate with an urban women's organization."

These smaller units then form part of a large organization on a national scale. The Women's Unit in the Ministry of Labour is primarily involved with the setting up of these smaller organizations.

"The Malaysian Government is convinced that the setting

up of private organizations is the primary way to accelerate the integration of Malaysian women in development and to eliminate discrimination on grounds of sex," Ms. Chung Tzu-Hu said. "The Government is thus sparing no efforts in accomplishing this goal."

Asian Development Efforts

Many Asian countries have undergone rapid social changes, particularly those that emerged as independent nations after World War II. Countries like India, Indonesia, Afghanistan, Iran and Nepal have created national commissions on the status of women. The principle of non-discrimination between the citizens, covering in its scope equal rights for men and women, is contained in most constitutions and fundamental laws on education and labour.

With the ultimate goal being to improve the living conditions of the people, many Asian countries have launched development plans. Since modernization will bring about changes in the social, economic, cultural and political fields, it would seem obvious that in development efforts women, who represent half of the total population, could not be ignored.

"The way women can be involved in the development efforts depends on many factors," said Suwarni Saljo, Chairman of the National Commission on the Status of Women, Indonesia, in a paper presented to the seminar. "Much will lie with the women themselves, the mode in which they respond to the challenge, their dynamism, genius and ability to cope with the rapidly changing conditions. Of the utmost importance, however, is also the climate of the social, cultural and political environment—whether society or government policy enhance the development of societal institutions such as women's organizations, labour unions or other social forces."

Ms. Saljo pointed out that although development plans mostly emphasize economic development, it has been increasingly recognized that unless a simultaneous equitable social change takes place, economic growth may create imbalances that will disturb social stability. "Because of their qualities, women are sensitive to social problems, problems of education, health, nutrition, family planning, the character development of the young generation, or the family welfare in general, as well as being involved with the economic sectors of the country."

The biggest stumbling block to development and emancipation, however, is communication, said Roesiah Sardjono, secretary-general of Indonesia's social affairs ministry. Indonesia has a population of 126 million, the fifth largest population in the world.

"The Government has launched a massive family planning campaign to motivate people to have fewer children," she said. "Families traditionally have at least six children, but now the Government is cutting off family allowance benefits after the fourth child."

Independence in 1945 marked the major turning point for Indonesian women. "Under the colonial system, women were classed as insane and had no political rights, or the right to sit on village councils. This was eradicated at independence."

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Nene Satourou Tali, Catherine Chung Tzu-Hui

More Information Essential

Delegates stressed the need to collect scientific, statistical data on the world's women.

Sylva Gelber, Director of the Women's Bureau, Canada Department of Labour, said that analysis of data could play a major role in the development of national machinery for equality, especially in the area of legislation. Delegates agreed that this data, to be truly effective, would have to have an international base for accurate communication.

"We need an international language to know we're all saying the same thing in data," said Marcelle Devaud, président du comité du travail feminin, France. "Limited surveys or small samplings can be carried out, but it wouldn't have enough scientific value. On-the-spot surveys, however, can lead to more detailed and professional surveys that could be carried out by a national body."

Legislation Coupled With Education Needed

Legislation was indispensable to equality, Freda Paltiel said, but legislation alone was insufficient unless accompanied

by efforts to accelerate the worldwide integration of women.

"We must maintain an overall perspective of integration as a prime policy issue," she urged. "We need a clearing house of information and we need to monitor legislation and its administration."

All delegates agreed that legislation alone would not bring about equality. Poverty, ignorance and illiteracy could only be overcome by intensive educational programs to instil

Mario Zolezzi Chocano, N.C. de Ruiter

confidence in women, making them aware of their own rich potential. Many believed that International Women's Year is a good vehicle to spark national educational programs slanted to women's needs.

Political Rights

But if "Square One" on the drawing-board represents education, what of those women in developing countries who are not only educated but have managed to be admitted to the higher halls of power?

The women of India have full political rights, including the right to be elected representatives in the Houses of Parliament and legislative assemblies. Currently the Parliament of India has 33 women MPs of whom three are Ministers. There are 154 women elected to the State Legislature, and of course the Prime Minister of India, Indira Gandhi, is a woman.

For the last 100 years, Indian women have been involved in teaching and medicine. Now they are also governors, ambassadors, ministers, legislators, administrators, engineers, architects, town planners, nuclear physicists, journalists and pilots.

"But the rosy picture ends here," said Sant Sarojini Varadappan, Chairperson, Central Social Welfare Board, New Delhi. "Though the Indian woman has acquired equality legally and constitutionally, her actual position is far from satisfactory."

The forces of reaction continue to remain strong in Indian society. The caste, traditional authoritarian family and male-oriented religious practices are still deep-rooted.

In the struggle for economic independence, women have

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Justus Siboe, Dr. Katie Cooke

limited opportunities. "It is an economic structure wherein disparities of income, occupational status and property status among different strata are widening in such a manner that economic power is concentrated among a few sections of the community," Varadappan said. "It is an economic structure wherein a huge backlog of educated unemployed throng the doors of employment agencies, where unemployment and underemployment and low paid employment (among women) is a natural corollary."

The insecurity and lack of jobs have more than one significance. "These perpetuate her economic dependence with resultant social and economic subordination. It also makes her a cheap tool in the hands of the employer to depress the general wage structure of the working class as a whole."

Education Not Enough

Earlier in the conference Canada's Freda Paltiel had cautioned delegates against believing that education alone would open the doors to full equality. "Witness the North American experience of a period of high educational attainment for women without concomitant extended responsibilities in society when the predominant cultural

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Part of the Canadian Delegation, from L. to R.: Thelma Nicholson, Dr. Katie Cooke, Laurette Robillard, Martha Hynna and Laura Sabia

values placed women squarely in the home and in supportive roles."

Summing up the Indian woman of today could very well be a summation of all women striving to take their place as equal members of society.

"She is neither a picture of docile submission to the old values nor bold enough to stand and face the challenges of the fast-changing world," said Ms. Varadappan. "Mentally she is neither objective enough to play her two roles as wife and mother on one hand and an economically productive member of society on the other, nor still slumbering enough to swallow unquestioned authority, which her mother and grandmother accepted without raising a voice.

"She is neither fully contained in the security of her family that insulated her from outside contacts, nor independent of the family to which she is deeply attached.

"A young woman of today is the product of a traditionally well-knit family with all its incumbent obligations and duties and she is also an aspirant to the new vistas that independence has opened up. She is standing on a tightrope of conflicts between old values and the new concepts, constantly making acrobatics to scrape through the demands of modernity, clinging to the norms of the last century, while claiming adherence to the present one. She is still groping for her rightful place in the changing society."

Women Battling Prejudice

It is true that Asian countries have not experienced the more militant type of feminist movement prevalent in Europe and North America, yet it takes no small degree of courage and perseverence to battle age-old prejudices and cultural barriers. In the struggle for independence in the formerly colonized countries, the support of women was indispensable. It was therefore natural that when independence became a political reality, most constitutions in the developing countries guaranteed equality of women under the law.

"It is often contended that the worldwide emancipation in the Asiatic, Latin American and African developing countries,..is the late fruit of the unselfish militant activities of a small elite sect of women from the European and Anglo-Saxon countries," said Indonesia's Suwarni Saljo. "While it is undeniable there is great truth in this contention, a closer study in the development of women's emancipation in Asian countries will reveal that there have been outstanding women who spoke out against the discrimination and inequality of rights between men and women—women who stood up against the view that

women's place is that of housewife alone, and that the wife has no destiny of her own, but follows her husband either to success or to failure.

"Through the ages many chapters have been written about the quest of man. It has been a long trail of thousands of years. But the quest of woman, more specifically the emancipation of women, has an entirely modern ring. Most cultures throughout the world have discriminated against women, and it is really amazing that only after so many centuries, women have become conscious of their situation and set themselves on the path to emancipation."

Real Work Just Starting

Although the conference has ended, the real work is just beginning. Some observers, impatient for action, heard only the long and, to them, tedious recital of government machinery set up to cope with or pay lip service to the very real privately expressed needs.

But the real significance of the conference, it seems, lies in the fact that so many countries responded, sending high calibre people to talk, to communicate, to share their friendship and ideas. Not only was it proven that all countries, despite different ideologies and various stages of economic and social development, share and shoulder common burdens. It was also forcibly driven home that men and women everywhere have a common bond—the fact that we are all citizens of the universe, that our concerted efforts are necessary to the survival of the human race. And that indeed, if we are to survive, we will have to keep on getting to know each other, helping each other and caring for each other.

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Rita Cadieux

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Martha Hynna, Florence Bird

Justus Siboe, Kathleen Edwards

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Sarojini Varadappan, India; Consuelo Ruiz Scheel, Guatemala; Kate Abankwa, Ghana

The Seminar in Brief

Rita Cadieux, Canadian representative to the UN Commission on the Status of Women, chaired the meeting. Vice-chairpersons were Svetla Dafkalova, Bulgaria; Consuelo Scheel, Guatemala, and Leticia Shahani of the Phillipines.

The Canadian delegation consisted of 10 women prominent in women's affairs. As well as those already mentioned, there was Florence Bird, Chairman of the Advisory Council on the Status of Women; Dr. Elizabeth Feniak, Chairperson, Manitoba Action Committee on the Status of Women; Margaret Harris, Chairman, Saskatchewan Advisory Council on the Status of Women; Thelma Nicholson, UN Economic and Social Affairs Division, Department of External Affairs; Laurette Robillard, Chairman of the Quebec Council on the Status of Women; and Laura Sabia, Chairman of the Ontario Status of Women Council.

Highlights of the recommendations for national machinery to combat inequality were: that both men and women have the right to full development; that women's development cannot be separated from national development; that all legal, political, social, government and non-governmental machinery should be used to eliminate discrimination and integrate women into development; and that although no single machinery would apply to all member states, every effort should be made to integrate women at all levels of the country's development.

The seminar suggested that to be truly effective, the machinery should be mandated by the government at the highest level, publicly acknowledged, and able to survive the winds of political change. It suggested that statistics be gathered on women, collated and analysed scientifically.

The seminar recommended that governments form national commissions with both male and female representatives from all walks of society with the aim of implementing integration, that women's bureaus become permanent units with full-time personnel; that a communications network be set up to encourage a two-way flow of information between grass roots and government; that special efforts be made to ensure that governments give equal representation to women in their UN delegations, and finally, that national machinery encourage governments to ratify conventions and ensure that government commitments are fully implemented.

The Grain Handler Dispute

SOMETHING'S GOTTA GIVE, SOMEWHERE

by GEORGE DOBIE

The peak of utter frustration in the long and unyielding battle to settle a labour contract in the Vancouver grain elevator terminals came towards the end of a hot August.

When the five terminals finally shut down completely at 8 in the morning, not even a Philadelphia lawyer with an extra degree in industrial relations could tell you what it was.

A strike or a lockout or what? Since May there had been a slowdown, admittedly. Then came layoffs because of the slowdown.

Then pickets appeared, bearing "locked out" signs to retaliate against the layoffs.

Then whatever workers remained inside were sent home. They promptly went onto the picket lines.

The public at large, not hurt one iota by this whatever-you-want-to-call-it, either ignored the repetition of a history of grain elevator disputes on the West Coast, or looked on in utter amazement.

How could labour and management get embroiled in such a brick-wall-of-a-dispute that they would shut off the funnels pouring Canadian prairie grain into the holds of foreign ships?

How could they damage their homeland's reputation for delivering exports on time and providing grain for hungry mouths in foreign countries?

How could they take their Federal Government, which seems to want to be so friendly and liberal in its dealings in labour relations, and grind it around in the middle of the dispute?

The why or how of it all may never come out, simply because labour negotiations are mostly private business and, although there may be documents, verbatim reports on the exchanges at the bargaining table are never available. What comes out is usually the haranguing of each side in the dispute, each posturing to get across to the public and the world at large that its position is right.

In this case the public knew that the grain piled up in boxcars, in prairie elevators 1,500 miles away, and even in farmers' storage bins, was not meant for the local flour mill, bakery and supermarket. So let them wrangle on. The farmers on the prairies, for their part, were busy getting prepared to harvest the new crop, somewhat worried about a late spring and early frost, but not that much worried about their bank accounts. So why kick up a real fuss?

Except for some protests from foreign customers about late deliveries, the only people really involved were the labour relations adversaries, with the Government caught in the middle.

The Sad Story

Turn back the clock. It's not all down in black and white for the public to see, but enough information has been assembled to paint the generally sad story it is.

Nobody had really paid too much attention to the grain elevator talks, even though they were long overdue for settlement. However, they had seldom been settled on time before, and people seemed to be holding their breath and crossing their fingers that this time a mutual agreement would eventually ensue.

But on February 20th this year, with the contract almost three months beyond expiry, the vocal little spokesman for the independent, 550-member Grain Workers Union, local 333, began to bemoan the facts of another frustrating, time-consuming impasse. Henry Kancs, the unionist, told how his local had taken almost a year to settle their previous contract. This meant it was almost a year retroactive, and there was just over a year before it expired on November 31, 1973.

Little did Kancs know that it would take another seven to eight months to settle the new contract, and it would take a bill passed by Parliament this October to finally turn the trick.

Union Demands

Kancs complained that the companies—Alberta and Saskatchewan wheat pools, United Grain Growers, Burrard and Pacific Terminals—were still trying to cut back benefits, although the talks had already gone through the conciliation officer stage. Because of the companies' stance, the officers, Don Tysoe and Doug Cameron of Vancouver, were unable to bring about a settlement.

While the companies were seeking to reduce benefits, no movement had taken place in all the hours of negotiation on the union's demands. The workers wanted a $1.30-an-hour wage increase on the $4.96-an-hour base labourer's rate, improved vacations, and full payment of health and welfare premiums. They offered to work around the clock as Vancouver longshoremen do, if the workers got pay premiums. (Longshoremen get time and a half for the full afternoon shift and double time for the full graveyard shift.)

"We'll be in the longshoremen's union soon, so they might as well give it to us now," said Kancs. His local was recently freed from the controversial merger of the

international brewery workers into the Teamsters Union and left to find a new home in the labour movement.

Kancs timed his public complaint about the dragging talks to coincide with the Federal Government's appointment of a conciliation commissioner. The commissioner was Dr. Neil Perry, a dean at the University of Victoria, who kept silent over the many ensuing months as controversy raged over the "Perry report" designed to settle the grain handler dispute.

The Perry Report

His report, made public in early May, called for an 87-cent-an-hour pay boost from December 1, 1973, another 65-cent raise effective December 1, 1974, a cost of living

adjustment (COLA) clause, and a non-contributory pension plan.

The fully retroactive raise was the $4.96 base and a rate of $5.88 for journeymen tradesmen who maintain the elevators.

Dr. Perry also recommended improved vacations of four weeks after three years service; a new provision for six weeks vacation after 25 years of service, and an improvement in the previously negotiated guaranteed wage plan covering layoff situations. The cost of living clause was to apply if the Consumer Price Index rose above 4 per cent in a 12-month period. For every additional full point rise in the index, the workers would get an across-the-board increase of 3.625 cents an hour.

The workers voted 75 per cent in favour of accepting the report, but the companies decided five days later that the document had "no basis for settlement."

Gloomy Predictions

As early as mid-May, Kancs was warning that the export of grain through Vancouver could be halted by a strike or lockout. He predicted a lockout.

At the same time the elevator companies, through their chief negotiator, Vancouver lawyer William Mead, informed the Government that the Perry report amounted to a 48 per cent boost in wages, including COLA, and a 61 per cent boost in total wages and fringe benefits.

Sixty-one per cent became a figure of controversy as the months passed through the long, hot summer.

Meanwhile, the union was after the Government to take over the mostly prairie-based elevator companies, which ship their grain from country elevators to the coast by rail. And as early as May 17 the companies started laying off a few employees, while Mead was denying that it was the beginning of a lockout.

Government Action

A few days later Labour Minister John Munro was in the thick of the dispute, calling representatives of both sides to Ottawa for talks. But the meeting failed; on May 24, Munro was in Vancouver, where he announced that the Government had moved under Section 181 of the Canada Labour Code to ban any strike or lockout. The ban was effective until after the July 8 federal election.

The move was designed to keep the lid on until the Liberals were returned to power, and then have Parliament force the companies to accept the Perry report as the final settlement.

Munro told a Vancouver news conference that he could not commit another government, if elected, to impose the Perry terms on the companies, but he did not know how any other action could be taken because the report was so "reasonable in terms of equity and justice." Both sides pledged their principals and their members to obey the order.

And they did obey, although the Munro timing did not quite work out.

The Rancour Grows

After their big election win, the Liberals went off for vacations and the new Parliament was not scheduled to be called into session until September 30. The disputants' rancour became gradually more apparent, as the companies announced further layoffs and the union repeated its "lockout" charges.

It was May 28 when Mead unleashed a charge that the union workers were involved in a slowdown and that normal unloading of grain cars into the waterfront elevators had been drastically reduced.

Kancs did not hide the slowdown, explaining it was the result of frustration among the workers over having to wait for so long for a contract. Mead threatened more layoffs due to lack of work if the slowdown continued. At no time did the Government interpret the slowdown as a form of strike or the layoffs as a form of lockout. Nor was there any action from Ottawa, even though the employers were claiming that car unloadings were down as much as two-thirds.

The tense situation eased when in June the elevator companies took back the workers they had laid off and reinstated a few they had suspended. And the dispute began to fade while the politicians went electioneering and the labour code ban averted a total shutdown.

Pressure for Settlement

Then the Liberals were back in power with a good majority, and the ministers started putting pressure on the grain companies to accept the Perry report. Little did they know how implacable those companies would be.

First Otto Lang, in charge of the Canadian Wheat Board, warned them that if the dispute wasn't ended so export grain could move normally, Parliament would impose a settlement. Labour Minister John Munro joined the bid to convince the companies that the Perry report was a fair

one in these times. If they did not accept the report, he said, Parliament would legislate it into existence when the newly-elected members were called back into session September 30. Not once, but twice, Prime Minister Trudeau publicly backed up the statements of his ministers.

Throughout late July and early August, speculation was rife that Parliament would be recalled early to settle the dispute, despite repeated cautioning by the ministers that this would not necessarily be the case.

And it wasn't.

The Grain Workers Union got a strike vote from their members but never used it. Late in August the companies announced more layoffs, saying that they had no alternative because the union slowdown had drastically reduced the amount of available work.

Exports Halted

When the layoffs became effective, the rest of the workers marched onto the picket lines at the five elevator terminals, completely halting the exports of prairie grain.

They carried "locked out" signs and resented anyone saying they were out on strike. The companies, meanwhile, insisted that the workers were on strike because in no way could their layoffs be considered a lockout.

Both sides were posturing. The motives of the Grain Workers Union seemed to be apparent. They had been the good guys all through the dispute and wanted to keep it that way. The companies' motive might have been a bid to wipe out the "bad guys" role they were assigned during most of the long months of haggling and haranguing over whether the Perry report was too costly for them and inflationary for the whole country.

What they wanted to do was get the dispute before Parliament, where a real debate could be held on the inflationary effects of the Perry report. They also wanted to have debate on their criticism of the Government for getting involved in the dispute, allegedly on the side of the union.

But not even the total shutdown budged the Liberals from their decision to wait until Parliament reconvened and legislate the Perry report into existence.

It was October 11—six weeks after the total shutdown began—before the grain started moving again. The long-sought parliamentary debate over the Perry report and its effects on the nation's economy was a flop. Little new was said or done as a result of the discussions by the politicians.

Accusations Fly

Prior to the climax of this sorry labour relations experience, unofficial accusations were made that the grain companies were run by a "bunch of Tories" whose sole purpose was to get the issue before Parliament and embarrass the Government. Suggestions were also rampant that the Government and the companies were involved in a conspiracy to hold up grain shipments to Far Eastern customers and then jack up the price. Prospects of a much smaller 1974-75 crop added weight to these reports, but no one ever pinned it all down.

While the unofficial reports circulated, the grain companies and the union engaged in a war of words and statistics over the Perry document. The row was over the companies' costing of the effects of the Perry report at a total increased labour cost, in wages and additional fringe benefits, of 61 per cent.

Controversial Figures

During the summer months the 61 per cent figure was tossed about, argued back and forth, and, in the end, held to be suspect. Other such totals as 38, 43, 48, and 53 per cent were thrown at the reading public, which became thoroughly bewildered over it all.

The only point agreed upon was that the Perry report was very expensive, and very rich. Nobody denied that.

Perry himself did not seem optimistic that his efforts at conciliation would settle the lengthening dispute. In a covering letter he said it was clear that "differences in expectations between the contracting parties—arising from a series of accumulated past issues as well as the special, inflationary circumstances of 1974—remain too wide to be resolved through further conciliatory efforts." He described his report as "some suggestions which, hopefully, might form a basis upon which the two parties could, ultimately, enter into a two-year agreement."

Perry seemed to foretell the future: that it would take compulsory arbitration to bring the dispute to an end. And that's what really happened. Instead of a government board, however, it was an Act of Parliament that forced the companies to implement the document as the terms of a new two-year contract, which would be almost a year old when the ink dried.

The Grain Workers Union, of course, had accepted the report without delay and with considerable enthusiasm. The members had their last raise of 40 cents an hour on December 1, 1972, but were still going to have to wait for the next one.

Months of turmoil, pleading and arguing were still ahead. The grain cars, brimming full, remained jammed into sidings between Vancouver and the prairie points of origin while the figures representing the percentage cost of Perry's recommendations kept on the move.

It was early September when the best analysis was made public. The employers distributed a document that simply said the Perry report would cost $1.52 an hour more in wages, 91 cents more in cost of living adjustments, 40 cents more in pensions, and 20 cents in additional fringe benefits. The total of $3.03 an hour over two years on a $4.96 an hour base laborer's rate is 61 per cent, the companies declared again. "Everybody knows you cost a labour contract on the base rate," declared William Mead.

Union View Supported

But the Trade Union Research Bureau, an independent organization operating mainly in support of unions, went about ripping the employers' costing apart. The Bureau said that in their COLA figures the companies had "added in the first adjustment of 19 cents twice." The Bureau also described as "false" the companies' calculations on the new pension plan.

"Dr. Perry did not estimate the cost," the Bureau contended. "He stated that the companies could have the option of paying the cost of a particular set of benefits as computed by an actuary or of agreeing in advance to a total cost of 25 cents an hour, plus a small supplement for members too old to accumulate a reasonable pension. This latter supplement comes to about 1.5 to 1.75 cents an hour, depending on the number of employees."

The Bureau said the employers also ignored the fact that they already had a pension plan. "If they are saying that the whole cost of Perry's pension recommendation is a net increase in cost, they are pleading guilty to what many of the employees have accused them of in the past—pretending to contribute to a plan which in fact costs them nothing."

In addition, the union research body said, fringe benefits will rise by less than the percentage wage increase recommended by Perry, but the employers added these costs to the wage percentage. For example, the wage increase is 30.6 per cent for both labourers and tradesmen, with the tradesmen getting a 28-cent-an-hour special adjustment.

Said Emil Bjarnason, head of the Bureau: "The employers have taken the 28 cents already included in the basic 30.6 per cent and added it on to the percentage. They have done the same with the other fringe benefits."

Bjarnason also said the Perry settlement would cost 34 per cent without COLA and up to 43 per cent including COLA. "If we were inclined to exaggerate in the union's favour in the way the companies have exaggerated in their favour, we could make the percentage a great deal less," he declared. "We are not contending this is a cheap settlement," Bjarnason went on, "we are contending it is a just settlement and that it isn't 61 per cent or even 48 per cent."

The Company View

During the long argument, United Grain Growers president A.E. Runciman in Winnipeg denied a published report that he had lowered the companies' cost estimate down to 48 per cent from 61 per cent. Runciman was critical of Labour Minister Munro for picking up the report and trying to mislead the country into believing that he was bringing the parties together on the crunch issue—the cost of the report.

He said that even if the Minister wanted to compare the basic wage plus fringe benefits, rather than the lower base rate, the increase for the whole package still was more than 50 per cent.

Even in company circles it depended on whether you wanted to compare total increase in wages and fringes to the base rate, or to the previous cost of wages and fringes. The latter method lowered the percentage and the former increased it.

Through all this it had to be remembered that both sides were estimating the cost of the COLA clause on how much they expected the Consumer Price Index to rise over the term of the contract. The companies claimed the clause would cost them 91 cents an hour, whereas the union claimed 43.5 cents. Actually, at a 10 per cent inflation rate, there would be 12 index point hikes by the end of the contract in November, 1975, or 43.5 cents. At a 12 per cent inflation rate, there would be 17 index point hikes, equalling 61.625 cents. So the companies were estimating their COLA cost at an inflation rate of more than 12 per cent.

Either way, both sides could be wrong by the end of the contract, unless they are possessed of economic foresight unrivalled by other experts in labour, management and business.

Shutdown

The total shutdown came August 25, when the workers picketed three elevators to retaliate against layoffs and the companies locked out the employees of the two remaining elevators.

Photothèque

Within two days, employer-spokesman Mead laid out the companies' position, and no amount of persuasion could change his mind or the minds of the grain company presidents he represented.

In a nutshell, they adopted their stand against accepting the Perry report because they wanted the issue, as it related to inflation, debated in the House of Commons.

As Mead put it, "We want to see some debate on the issue so it can be seen what the Government has been doing. We want the right to run our own ship the next time. Perhaps the Government won't be so quick to take sides in this when negotiations come up again." Mead also alleged that the Government was "blowing hot and cold" on ending the dispute. He recalled how the Liberals had enacted a strike or lockout ban by Order in Council prior to the July general election but after the election were willing to allow the dispute to run its course.

The Companies' Argument

An outside assessment of this tangled labour dispute would no doubt be unflattering to the grain terminal companies. Their argument was that the Government sided with the grain workers and interfered with their chances of negotiating a settlement. They said that the Perry settlement was too costly for them and inflationary for the whole country. And they would not accept the settlement voluntarily. They maintained their position so they could get the dispute before Parliament for a debate on the great wrong the Government had committed against them.

Conversely...

But in the first place, no one—not even the union—pretended that the Perry settlement was not expensive. It was the degree of expense and the way it was calculated that was in dispute.

The general opinion was that the companies' 61 per cent figure was an "overkill", stretched to the maximum degree. Their warnings that the Perry report would become another St. Lawrence seaway settlement, leapfrogging through the economy, also did not hold water in these inflationary times. They said that other workers in the grain-handling industry and in waterfront operations - longshoremen and others - would want the Perry settlement as well.

It just happened that inflation at the rate of 1 per cent per month, or more, as measured by the Consumer Price Index, was already upon the nation. Perry report or no Perry report, workers were demanding big settlements and getting them. The settlements have been gradually escalating to over 14 per cent nationally and 15 per cent in B.C., where the grain workers were able to read what "the other guys are getting."

Surely the higher settlements could be traced to the Consumer Price Index rather than to the Perry report.

It would take little imagination to picture a team of negotiators pressing for a raise to catch up with the cost of living, a general increase based on a company's profits, and a cost of living adjustment clause or some other form of protection for the increased income of their members. But it would take a lot of imagination to picture the union negotiators walking into a session with the giants of industry and waving the Perry report in their faces.

Finally the companies got their way, and the dispute wound up in Parliament for the debate on legislation forcing them to accept the Perry report. The debate was a flop, because the Progressive Conservative opposition, which took up the battle of the grain companies, had no more to say than had already been said from late spring until early fall. And just as predictably, the legislation was adopted with the Government being supported by the New Democrats and the Social Credit members.

The companies' argument that the Government interfered with the dispute on the grain workers' side doesn't really stand up, either. The companies were the first to apply for a conciliation officer to help them get the dispute settled in the early stages. Once that occurred, they were locked into a conciliation process under federal legislation. The next step was either a conciliation board, or a conciliation commissioner. The history of past conciliation boards in the grain terminal industry had been an unhappy one, so the Government this time went for a new approach, the one-man commissioner.

The commissioner, of course, was Dr. Perry, and he made his controversial report in February.

Up to this point, can the Government be accused of interfering? All it has really done is make available the conciliation facilities of the Department of Labour.

It is also debatable whether the next development—the pre-election ban on a strike or lockout under a section of the Canada Labour Code—could be construed as interference on the side of the union.

The suggestions at that time were that the union wanted to get onto the picket line in order to bring the dispute to a head. If anything, the Government was interfering on behalf of itself, so it could get through the election campaign without a full stoppage of the major West Coast grain exports.

The Real Issue

Which leaves the most important issue of all—one that was overlooked or ridiculed during the struggle between labour, management and the Government.

That issue is free collective bargaining.

Labour Minister John Munro kept saying he wanted the dispute settled voluntarily so that Parliament would not be put in the position of labour court. Parliament is not equipped for the job of settling labour disputes, he said. What he was really saying, I suppose, is that if labour and management don't settle their disputes voluntarily they may find a body other than Parliament doing it for them.

In other words, a permanent instrument of compulsory arbitration may have to be set up within the Government to handle disputes involving the public interest. Canada's foreign markets are public interest, are they not? And would not a permanent instrument of compulsory arbitration amount to turning back the clock?

We had thought such compulsion had been put aside by governments in Canada in order to allow free collective bargaining to prevail. What chance will there be if companies in other major segments of the industrial society of the country perform in a manner similar to the grain firms?

The grain terminal companies could not settle their contract with the Grain Workers Union and so went to a third party—the Government—for help. Then they didn't like the "help." They should have detailed in public their

objections to the Perry report and then accepted it early last summer with an announcement that they were doing so with extreme reluctance, or however they wished to describe the situation.

And they could have said that they were putting the question of inflation under the responsibility of the Government because, in the end, it will be the Government that will have to answer to the people of the country, not just the grain companies.

If they had taken this action they would have made their point just as effectively, since the outcome of the fight with the Government was inevitable anyway. They would also have avoided whatever additional damage was done to the country's reputation for not living up to its commitments to deliver grain on time. And they would have saved an estimated $10 million in demurrage charges for deepsea ships that lay idle in Vancouver's outer harbour waiting for shipments.

The farmer-members of the three wheat pool companies involved in the management group will find the charges deducted from the final payment for their crops. The farmers were reported to have had mixed feelings about the pros and cons of the dispute over the Perry report. Maybe they will be less mixed when they see their final cheques.

Perhaps it was true that the farmers were more concerned during the dispute with the prospects for the new crop. While the labour relations disputants were at each other's throats, the farmers were plagued by a wet spring, a hot summer, and an early frost. As a result it is estimated that the crop this year will be about 500 million bushels, or nearly 100 million less than the previous crop, which was tied up so long in the elevators and grain cars.

During the summer the Government grappled with a proposal to appoint an industrial inquiry commission to investigate the labour relations situation in the terminals.

In the end it decided to wait until the Perry report had been imposed. And then Mr. Justice E.D. Bayda of the Saskatchewan Court of Queen's Bench was named for the job.

Now the companies will have their internal affairs probed, and the union will have its complaints about company treatment of the workers aired by an impartial investigator. Judge Bayda held preliminary discussions with both sides with a view to setting down ground rules for the probe, and expected the inquiry to take three to six months.

That would be well in advance of the next round of bargaining between the companies and the Grain Workers

Union. That is, unless the probe results in a recommendation for a takeover by the Government of the grain handling terminals.

But don't bet on a takeover to be the main recommendation. The objective would seem to be to find out why the companies and the union have had so much difficulty settling contracts over the past decade, whether personnel relations have been as bad as the union has claimed, whether the bargaining process can be improved, and how.

If improvements can be accomplished in these areas, a government takeover would not seem to be an immediate necessity.

George Dobie is a labour reporter for the *Vancouver Sun*.

IMMIGRATION: A LOOK AT PRESENT TRENDS

by GEORGE SANDERSON

The Federal Government is expected to re-examine its entire immigration policy early this year, following publication of a long-awaited Green Paper setting out broad policy options for government consideration. The Paper will be the basis for a full-scale public discussion of immigration policy before the Government introduces legislation to rewrite the 1952 Immigration Act.

Richard Tait, chairman of the task force established a little over a year ago to conduct the study, says the Green Paper is not aimed specifically at finding ways to curb the pace of immigration. "Our efforts are directed entirely at delineating the problems and indicating the choices open to Canada." Nevertheless, the paper sets out the policy options open to Canada in such a way that some receive support while others do not.

Tait is concerned more with immigration patterns, and the country's ability to shape them, than with volume. He feels we have reached the stage where we must look carefully at the philosophy behind the system because the falling domestic birth rate has made immigration the major determinant of Canada's population growth. He is anxious that Canadians think about the sort of society they want. "We have to make sure we get it right as to who we want to come. The real requirement is to see that the norms we apply in the selection process really work to pick out those people who can be the most productive."

It will be late in 1975, at the earliest, before new immigration legislation can be expected, and it might be mid—1977 before the immigration flow would be substantially affected. Meanwhile, economic and social conditions abroad have increased Canada's attractiveness to potential immigrants. Such traditional receiving countries as Australia and New Zealand are closing their doors, slumping European countries are turning their backs on foreign "guest workers," and the U.S., with 10 times Canada's population, admitted only about 390,000 immigrants in 1974. The result is that would-be immigrants often look instead to Canada.

A Popular Destination

"Interest in immigration to Canada is at its highest peak since 1957," noted Manpower and Immigration Minister Robert Andras. "The numbers of people seeking to emigrate to Canada in the first six months of 1974 have increased by almost 48 per cent over the substantial levels of 1973. Immigrant landings in the same period (104,089) are 47 per cent more than in the first six months of 1973 and 92 per cent more than in the same period in 1972." Andras predicted immigrant landings of more than 200,000 for 1974, which would make it the highest figure since

1957, when 229,000 were admitted, and the second highest since the 1913 record of 400,000. Average yearly intake in the past 10 years has been 159,000 immigrants.

Unlike other countries, Canada has no ceiling or quota on the number of immigrants who may be admitted in a year, either globally, or by country of citizenship or application. The size of the annual immigration movement is determined by the numbers who apply, the proportion "screened in" by the selection system, the proportion who change their minds after acceptance, and the rate at which applications can be processed.

Slowing the Tide

In February 1974, Andras introduced interim measures aimed at slowing down the flow of immigrants to Canada. When the number of applications continued at a high level, further action was deemed necessary. So, in October, the Minister announced even tighter regulations to slow the tide of immigration while longer-term policies are being developed.

Canada's selection system requires at least 50 points for admission. Under the new regulations, both independent and nominated applicants who cannot prove they have a job waiting for them or that their skills are needed in the area in which they intend to settle, will lose 10 points from the total to which they are entitled. Put differently, they will have to score 60 points on the government's points admission scale instead of 50 as in the past, while people who have a job arranged need score only 50 points.

Prospective immigrants will not receive credit for pre-arranged employment, however, unless it has been established that no Canadian citizen or landed immigrant is available to fill the vacancy. The plan, therefore, is to encourage newcomers to settle where the jobs are, rather than to head for the nearest big city.

For the time being, they will not be told upon arrival that they must go where directed or face deportation. That may come later.

The cutback coincides with predictions of rising unemployment—as high as 7.5 per cent, if Conference Board of Canada projections are accurate. It comes also at a time when housing is scarce and expensive and many social services are strained to a critical point, particularly in Canada's three major cities, where half of the immigrants who came last year chose to settle.

The new regulations "take into account the natural concern of permanent residents in Canada about job opportunities," said Andras. "They are also designed to protect immigrants who might otherwise have difficulty finding jobs, housing and social services... And they are far less sweeping and more satisfactory than those changes we would be forced to contemplate a year or two from now if we did not act today."

Andras made it clear that the changes in the regulations would have no effect on the movement of sponsored dependants, who come to Canada to rejoin their families, and that the controls would be applied equally in all countries of the world. He stressed the Government's "resolve to encourage the flow of Francophone immigrants to Canada" within the constraints established by the new rules.

Andras' controls may be "universal and non-discriminatory" in application, but there is no denying that their impact falls most heavily on immigrants from Asia, Africa, Latin America and the Caribbean, who often barely top the required 50 points for admission, even with the help of kinship points.

Criticism from Several Quarters

Not surprisingly, the new rules drew criticism from some community and ethnic groups and from Liberal members of Parliament who have large immigrant populations in their ridings. Others, convinced of the need for a multiracial Canada, charged that the Government was simply bowing to pressure from Canadians who resent the influx from non-white countries. "The composition of the immigrant movement has changed," Andras had said, "with particular increases evident among those immigrants admitted because of family relationships, especially from the developing countries."

It is easy to see the snowballing effect such "family relationships" could have on Canada's immigration patterns as each nominated immigrant himself becomes the means of admitting to Canada several other nominated immigrants who would nominate others in turn.

Still other motives were imputed to the Government. "Immigration is being used as a scapegoat for the failure of the Government's monetary and fiscal policies," asserted Dennis McDermott, Canadian Director of the United Auto Workers union. "I know of no instance where immigration quotas had any influence whatsoever on unemployment," he said.

McDermott's view was echoed by Judith Maxwell, a senior economist with the C.D. Howe Research Institute. The relationship between unemployment levels and the ability of immigrants to get jobs is at best tenuous, she says, because immigrants are usually willing to do many menial jobs that Canadians, cushioned by welfare benefits, disdain. In addition, Maxwell says, thousands of job vacancies are opening up in various industries and parts of the country where there aren't enough people to fill them (see box).

Despite growing concern over unemployment and startling increases in immigration, Canada needs thousands of workers to fill a wide range of skilled and semi-skilled jobs. Nowhere is this more evident than in the Prairie provinces, now suffering from the worst labour shortage in memory. The reason: a booming Prairie economy based on high prices for wheat and oil, and rapidly expanding industry. Alberta alone needs 100,000 workers.

But labour shortages aren't confined to the Prairies. Even in the traditionally underemployed Maritimes and Québec, thousands of jobs aren't filled. Needed are machinists, nurses, cooks, maids, waiters, forestry workers, roadbuilders, construction workers and labourers, to mention a few. British Columbia reports similar shortages as well as a chronic shortage of mine workers.

Gerwin Greasley, director of the Winnipeg Builders' Exchange, echoed sentiments across the country when he said he was bitter about a welfare and unemployment scheme that competes with employers for workers. "The situation boils down to sectors and provinces just stealing bodies from each other," he declared. Higher wages in British Columbia, for example, have lured many tradesmen to the west coast, while hydro projects in northern Manitoba have drawn hundreds of workers from labour-short Winnipeg. The labour raiding may intensify in the coming months as a number of new projects in the Western provinces' energy and resource industries get underway.

Robert Andras, in a strong defence of the Canadian work ethic, told the Canadian Chamber of Commerce in September that Canadians are still willing to do tough, dirty jobs but that they want personal satisfaction as well as monetary rewards. "I don't think we can rely on lowpaid immigrants to do the dirty work," he said.

John Bonus, managing director of the Mining Association of Canada, agrees with Andras that higher wages alone won't solve labour shortages. But he speaks for many other employers when he compares young Canadian workers unfavourably with immigrants he has dealt with from Southern Europe, Poland and the Ukraine.

Statistics in the U.S., however, show an increase in the number of people willing to take menial jobs. And good wages are part of the reason. San Francisco, for example, where street sweepers now earn $12,000 a year going up to $17,000 in June, reports no shortage of street sweepers.

Contract labour is seen by many employers—particularly those in the energy and resource industries—as the only solution to Canada's serious labour shortages. Such a system, similar to the farm harvest programs operated in Canada from the Caribbean and Mexico, would import workers when they're needed and send them home when they aren't.

Those who favour contract labour cite business losses because of job vacancies, high turnover, slowdowns and shutdowns. They argue that the system benefits everyone: Canadians, the people who come here from the poorer countries, and the poorer nations themselves. The latter are inclined to agree. The system—practiced in Europe for years—eases pressure on their welfare and public service programs, improves their international balance of payments, and upgrades the skills of exported workers.

Those opposed to contract labour say it is exploitative and degrading. They point to the "guest worker" problems evident today in several European countries. Union spokesmen, for their part, fear that the system would undermine Canadian wages and work conditions, create a labour surplus and weaken the bargaining position of local workers.

Although Immigration Department spokesmen acknowledge that labour shortages have grown and that there is pressure from some employers to have a system for importing workers for short periods, they say that there are no plans to change the current employment visa system before the Green Paper debate, which is expected to include a full discussion of the many implications and problems of guest worker programs. Close to 100,000 temporary work visas were issued in 1974 for periods varying between a few days for visiting entertainers to one year for other jobs.

She estimates that the construction industry alone needs some 100,000 extra workers. Andras' reply is that immigrants head for Toronto (35 per cent), Montreal (12 per cent) and Vancouver (9 per cent), and his main concern is the burden they're putting on housing and social services in these cities. "If we did not take action to restrain the increase, we could well have 300,000 immigrants in 1976, more than half of them settling in Toronto, Montreal and Vancouver," he explained. The new measures are expected to hold this year's immigration total to 200,000 instead of a projected 250,000.

The regulations "will not prevent employers with a genuine need for labour unavailable in Canada from selecting immigrants to meet their needs," Andras said. "Indeed, when conditions warrant, we will take steps to help speed the entry of workers destined to employers whose requirements are particularly pressing." Canada would also

continue to "deal compassionately with refugees, victims of oppression and cases where other humanitarian conditions apply," he added.

Nominees Lose Special Status

The new control greatly reduces the advantage previously enjoyed by nominated applicants in gaining admission to Canada. They are now in a position much closer to that of independent applicants.

Independent immigrants are those who are accepted because they seem well qualified for the work force. *Sponsored* immigrants are not subject to the point system. They are admitted because they are Canadian residents' dependants (husband or wife, fiance or fiancee, unmarried children under 21, parents or grandparents over 60, parents or grandparents under 60 if widowed and unable to work, orphaned brothers or sisters, orphaned nephews, nieces or grandchildren under 18).

The *nominated* immigrant gains admission to Canada partly because he has a relative here who signs his application. Although he is not a dependant of someone already here, he gets points if he has a relative here, especially if the relationship is close. But he must also have some limited qualification for the labour market in Canada.

In 1973, 53 per cent of those admitted to Canada as immigrants were independent, 24 per cent were nominated and 23 per cent were sponsored. The figures for the first six months of 1974 were 30 per cent, 23 per cent and 47 per cent respectively.

Because nominated immigrants tend to come from the developing countries, where kinship ties are strong, the new control measures will probably reduce immigration from Asia, Africa and the Caribbean. In the first six months of 1974, 35 per cent of newcomers from Asia and 33 per cent from Africa were nominated, compared with 25 per cent of immigrants from Europe, 14 per cent from the Caribbean, and 4 per cent of newcomers from the U.S.

Nominated Class in Disfavour

The nominated immigrant comes in for special and generally unfavourable attention in one version of the Green Paper, parts of which have been leaked to the press. The paper notes that although the creation of the nominated class was designed primarily to help reunify families, most nominated immigrants, when questioned, said they came to Canada for economic reasons rather than to be with their families. More than half become part of the workforce and—according to the critics—contribute to Canada's unemployment problem.

The employment record of the nominated immigrant is unimpressive, says the Green Paper. "The data indicate that a high proportion of nominated immigrants entering the workforce have not possessed the skills most likely to permit their rapid integration. The fact that members of this category have frequently not been qualified for jobs in significant demand has meant that their employment experience in Canada has often been unsatisfactory."

Immigration Department studies show also that when the nominated immigrant runs into difficulties, the person who nominated him often does not fulfil his financial obligation to support his relative.

The Green Paper says the proper balance between family claims and the demands of the labour force must be achieved: this is "a crucial issue that must be clarified in the formulation of future immigration policy."

The Green Paper, as it is now drafted, expresses concern that the continuation of the present immigration trend may bring a marked change in the makeup of the country's population. Statistics reveal a rapid increase in the number of immigrants from non-traditional areas, an increase that the Green Paper describes as "probably the most important change of all those that have occurred" since the removal in 1967 of discriminatory regulations.

A New Immigration Pattern

The highest relative increase in the first six months of 1974 occurred among immigrants admitted from South America, who numbered 6,505 against 1,956 in the corresponding period in 1972, an increase of 233 per cent. Similarly, immigrants from Africa increased from 1,391 to 4,596 (230 per cent), immigrants from South Asia increased from 2,751 to 7,620 (177 per cent) and immigrants from the Caribbean increased from 4,019 to 11,082 (176 per cent). The greatest increase in applications received in the first six months of 1974 occurred in Africa—94 per cent over the corresponding period in 1973,—followed by Asia, with a 57 per cent increase.

The new pattern of immigration raises questions about the "absorptive capacity of Canadian society," according to the Green Paper, and challenges Canada's big cities "that have been obliged to absorb significant numbers of people with backgrounds and cultures unfamiliar to the majority of their established residents."

"If that concern dominates the final draft, then the Green Paper is certain to touch off a hot debate when it is finally released," commented *Time*. The magazine quotes University of Toronto Sociologist Lorna Marsden as saying: "Racism has always been present in Canadian society, but you can cope with it if it is not politically mobilized. The problem is the way immigrants and visible minorities become scapegoats for our own historical and economic problems." University of Toronto political scientist Freda Hawkins told *Time*: "It's wrong for the media to suggest

that there is a dangerous state of racial disharmony when it doesn't exist." What is growing, she points out, is a "worldwide apprehension about the future" and Canada's position in it. "The world looks unsafe and the future looks dangerous."

Yet, despite the undercurrent of resentment that may be building up, Canadian cities are racially harmonious places to live right now. The main thing, says Professor Tony Richmond of York University's Department of Ethnic Studies, is that "we have had a lot of luck. Our areas of ethnic concentration are too small to be described as 'ghettos.' We ought to be pleased that there have been no race riots, and that immigrants are getting many of the basic things they require. We could do more in the social services field, but the whole notion of cultural pluralism has given immigrants a sense of security here."

University of Toronto's Dr. Hawkins, an authority on immigration, approves of Andras' measures to stem the flow of immigrants while Canada's basic immigration legislation is under review, but she believes that the country will suffer if it suspends immigration altogether. "We can't hold this amount of space for only 22 million people," she says. "If we don't have at least a moderate-sized immigration program and show the world that we are prepared to take in people, we will be subject to major international pressures." Moreover, Canada's borders might be breached by countless illegal immigrants, she warns.

The Choices for Growth

Prof. Hawkins sees Canada faced with four alternatives:

—Zero population growth.

—Slow population growth, giving the country a population of about 27 or 28 million by the end of this century.

—Moderate growth such as Canada has had for the past 10 years. This would probably result in a population of 33 or 35 million by the year 2000.

—All-out population growth, resulting in a population of about 40 million by the end of the century.

All-out growth, she said, would put major strains on the labour market, housing, and social services. "I would tentatively favour moderate growth," she added. "I would myself like to see a somewhat larger Canadian population to give us more resources for the things we want to do." Our larger size would also give us greater influence in world affairs, Hawkins suggested. To avoid the problems of overcrowding in Canada's major cities, she believes it is essential that immigrants be encouraged to spread more evenly across the country. This would naturally require more federal-provincial co-operation to provide jobs, housing and social services for immigrants, she says.

Special Problems

A number of other immigrant problems call for solutions. Exploitation, for example, "may occur in the form of underpayment for employment or overcharging for goods and services," notes the Green Paper. One of the frequent complaints from immigrants, it says, "is that employers exploit the immigrant's lack of Canadian experience to pay low wages." While newcomers who are not well educated may be paid less than the going wage for their occupation, highly trained immigrants may encounter resistance from professional bodies or unions. "Immigrants are troubled by non-recognition of their professional or trade qualifications," the document observes. In many cases, immigrants pay for employment or other counselling that is freely available from government or from other non-profit agencies in the community. They are unaware that they have a right to these services.

Another problem raised by the Green Paper is the isolation of housewives and older people who have no opportunity for learning either of the official languages. Although language training in English or French is usually available for immigrants headed for the workforce, those who are too old or too young to work, as well as housewives, are usually not eligible. This tends to isolate them from Canadian society. Moreover, children attending schools unequipped to deal with their special language needs can suffer handicaps that will follow them through adult life. A further problem for immigrants is the unavailability of interpreters in emergency situations, particularly at hospitals, police stations and other institutions providing services that can be urgently needed at any time of day or night.

The Green Paper expresses concern over the decline in the number of French-speaking immigrants and immigrants to Quebec at a time when the province's birth rate has fallen to the lowest of any Canadian province. Although the immigration service abroad has been actively seeking new pools of French-speaking immigrants and has opened immigration offices in a number of French-speaking countries, the decline in Francophone people continues. Quebec was the intended destination of only 15.6 per cent of the immigrants admitted during the first six months of 1974. Another problem is the tendency of immigrants to Quebec from outside Canada's two official language groups to learn English in preference to French.

The Green Paper suggests that Canadians would probably want to maintain the present proportion in Canada of Francophones and Anglophones. Richard Tait, chairman of the group that authored the paper, suggested two ways to remedy the situation in Quebec. He proposed that the Government increase selection facilities in French-speaking and other countries with cultures whose people might be

readily assimilated in Quebec, that it take steps to make would-be immigrants more aware of the bicultural facts of life in Canada and that it stress more fully the attractions of Quebec.

Provincial or Federal Right?

The right of the provinces to approve or reject future immigrants may emerge as one of the most controversial issues in the formulation of a new immigration policy. Quebec, for instance, wants veto power over immigrants because it is worried about the high proportion of English-speaking newcomers to the province. The Federal Government, which has always had exclusive authority over all immigration, is treading very carefully in replying to Quebec and other provinces on the subject. "The provinces have expressed a desire to play a greater role in the development of immigration policy," remarked Andras. "Following the publication of the Green Paper, it is my intention to discuss thoroughly with them the immigration options available to Canada," he said. Ontario—the province that receives about half of all immigrants—criticized the Department of Immigration for altering immigration regulations in October without prior consultation with the provinces. "It would appear that government policies on immigration have already been formulated by department officials and the Green Paper is only a showpiece," said Joe Sorbara, a member of Ontario's 24-member Council on Multiculturalism. The principal advantage of giving the provinces the right to approve or reject immigrants would be that they could tailor their immigration programs to meet their particular needs.

A Sampling of Editorial Opinion

Racial Question

"It is almost a taboo here to talk about it. No politician wants to be quoted on it, but it is plainly present. When they speak of avoiding problems that afflict cities in the U.S., they mean limiting immigration of non-whites—especially blacks—into metropolitan centres." Peter Rehak, *Time*

Ugly Realities

Our current immigration debate...centres around the question of whether Canada really is a mosaic society and if so whether Canada is ready for large-scale immigration of people who are non-white.... Our treatment of our own native people would seem to indicate that most Canadians, the French-speaking perhaps more than the English-speaking are white supremacists at heart. The feeling of French Canadians could even be refined to one of white, French-speaking supremacy, in so far as the Quebec jurisdiction is concerned. Viewed in this light, the Government's stiffening of immigration regulations is no more than recognition of realities—ugly realities no doubt, but no more ugly than the realities of violence that might result from uncontrolled non-white immigration.... We may be branded in the international community as intolerant.... For Canada, the most fashionable thing would be to throw the doors open to all comers and to be colour-blind, as our Government has tried to be in recent years. More colour-blind, it is fair to say, than any other country in receipt of large-scale immigration.... We are great ones for saying one thing and meaning another, and for disguising discrimination on our part while criticizing others. Perhaps a convenient cover-up at this stage would be to plead that we are not ready to contemplate becoming a true multi-racial society until we solve the problem and settle the grievances of our indigenous non-whites. Charles Lynch, *Southam News Services*.

Assets

In the process of developing a new immigration policy for Canada, the Federal Government has started with a false premise. That premise is that immigrants are a problem...that immigrants cause unemployment...that they create demands for housing where housing may already be in short supply, and that they strain our welfare and social services. The facts point in precisely the opposite direction.... [As] Dr. Joseph Kage, national executive vice-president of Jewish Immigrant Aid Services of Canada [put it] at a Toronto conference on future immigration policy: "It has been proven that immigration has never contributed to a slowdown but rather to an impetus of growth.... There might be temporary difficulties, but not because of immigration—it's because of certain economic and social policies or international trade policies that Canada may go through." Sure, there are unemployed Canadians. There are also employers—in Alberta, in Winnipeg in British Columbia, in parts of Ontario—who can't find people to fill jobs. Do you therefore deny these jobs to immigrants and tell the employers to go out of business?

One needn't go farther than into the streets of Metropolitan Toronto to see the contribution immigrants make to the economic, social and cultural life of the city. Look at the shops, the restaurants, the small service businesses. Listen to the conversation at a construction site—is it Italian, Portuguese or Greek? Count the number of Ontario scholars each year who are members of immigrant families.

Indeed, there can be no more fitting testimony to the immigrant's contribution to Toronto than that its new flag, proudly unfurled last week, was designed by an immigrant's son.

Canada's new immigration policy must continue to look on immigrants as assets. So they have proven in the past, so they will continue to prove in the future. *The Toronto Star*.

People Needed

Only the most fanatical advocates of zero-growth would argue that Canada can prosper and meet its international responsibilities with only 22 million people spread across half a continent and some of the world's largest reserves of minerals, energy and foodstuffs. But with the birthrate falling, we cannot look to natural increase to keep the population growing at a reasonable rate. We need immigrants. The mounting debate on immigration policy, therefore, should not focus on whether to admit foreigners. The real questions are about how many to admit and how to select them from the millions who would like to come to Canada. A new immigration policy should take account of the fact that there is an increasing number of jobs, in the service industries of the cities as well as frontiers, that established Canadians are reluctant to do. These jobs should be fully open to newcomers. We should seek not only new skills, but also muscles and the willingness to use them where they are needed to keep the Canadian economy expanding. *The Toronto Star*.

Nothing Drastic

There is nothing very drastic about the Government's new rules on immigration...The restrictions should, in the face of a vast increase in the number of people who want to come to Canada, keep the flow down to a scale the country can cope with...(The green paper) is supposed to answer some basic questions about future immigration policy, and there are plenty of indications that officials within the (immigration) department are scared silly about potential public reaction to future immigration. Whatever the basis of those fears, there is no reason to believe that Canada will be able to do without immigrants in the foreseeable future. *The Montreal Star*.

New Loopholes

Canada is at it again—inviting immigration corruption. The new immigration rules, pending legislation in a couple of years, are being presented as tough new controls. In reality they are really soft, new loopholes.

One can't escape the feeling that the supposedly "tough" and "restrictive" terms are really propaganda designed to soothe genuine apprehensions of many Canadians about our zany, erratic, irresponsible immigration regulations that for years have led to confusion, discrimination, controversy. Bob Andras is continuing the tradition originally designed by Tom Kent and Jean Marchand when the latter was Immigration Minister under Mike Pearson. *Toronto Sun*.

Nobody Really Knows

If immigration were properly managed as part of a fully-developed manpower and economic policy in Canada, the numbers of immigrants the country could absorb might well exceed 250,000 even in times of economic slump. In the meantime, there is no way to tell how the 200,000 immigrants who may come to Canada (this) year will affect the Canadian unemployment situation, itself a confusing mass of contradictory statistics showing continuing high unemployment in the face of serious worker shortages in many fields.

When nobody really knows what is happening, let alone what will happen, it is probably politically wise to announce a tightening of immigration. It will make a lot of Canadians feel better, no doubt including some who are officially unemployed because they feel some types of work are beneath them and more suited to immigrants. *The Ottawa Journal*.

Flexibility Needed

To overcome the problem of finding people to do the work which Canadians refuse, greater flexibility is needed. Something similar to the work permit system in Western Europe, with the right to apply for citizenship from within Canada, would be beneficial because it would create an opportunity for the workers to gauge Canadian conditions while also providing a screening process for the Canadian Government. *The Gazette*.

Political Basis

There are suggestions that the green paper will lean toward cutting back on the nominated group of immigrants. This seems reasonable. If the immediate and dependent family of a Canadian resident is admitted, if provision is made for cases involving compassion, then it would be more just than is the present situation if all other candidates for entry had to apply on the basis of a point system which gave distant relationship to a Canadian resident no value. This would mean that all immigrants (outside immediate family members) had an equal chance of entry. It would mean that Canada's own needs would be given first consideration.

It is also suggested, however, that the green paper will lean toward preserving the present proportions in Canada of those who speak English and those who speak French. That is a proposal that will require considerable amplification. The capacity to speak one of the official languages of Canada can rationally and fairly be considered as an economic factor in admitting immigrants: they will be able to fit into the economy better and more rapidly if they can speak one of the languages of work.

But to introduce a policy which sought to preserve existing proportions of those who speak English and those who speak French would be to place immigration on a political rather than an economic basis; at least it would seem to do so unless the Government has some arguments it has not yet produced. It is hard to see how that could be made acceptable. *The Globe and Mail.*

Immigrants Threaten Votes

What's really worrying Ottawa, I'm persuaded, is the effect wide-open immigration will have on the demographic balance in this country. That's a fancy way of saying that because the great majority of immigrants are not French and because Quebec has the lowest birthrate in Canada, present trends will soon reduce the ratio of Francophones to the total population even below what it is today. And that development would, in simple political terms, play havoc with the Liberal party's long-range and historic game plan for retaining power.

It is neither slanderous nor racist, I trust, to point out that without a solid bloc of Quebec seats, the Liberals would not have held office for 32 of the past 39 years and would not be in office today. This is the elementary Canadian political reality.

With immigration expected to reach 250,000 next year, barring the new restrictions, and with the rate on entries steadily escalating, there would be perhaps 3 million newcomers admitted within the next decade. Assume a relatively high birthrate among them and you can see things getting out of hand.

Liberal fortunes are tied to the concept of a stable ethnic mix, meaning that come hell or high water the French must make up a third of the total. Otherwise, God forbid, the Anglos and "others" might swamp Quebec in an irresistible tide of votes, votes cast not necessarily for the Liberals—indeed, judging from recent electoral experience, much more likely to go to the Conservatives. Such a consummation, all public-spirited Liberals will agree, is devoutly not to be wished, anticipated or even for the slightest moment countenanced. Hence, the immigration "crisis." Dennis Braithwaite, *The Toronto Star.*

Discrimination Against Underdeveloped

Despite the government's denials, the new regulations announced by Immigration Minister Robert Andras discriminate against the underdeveloped world in favor of countries with high levels of skill and education. Discrimination may not be the intent. But it will likely be the effect.... The Canadian economy will not necessarily benefit. Skills not needed at a given time may be desperately needed a few months later. Meanwhile, applicants with these skills have been rejected. In an economy as volatile as Canada's, the kind of fine-tuning Mr. Andras seeks is virtually impossible.
His real goal is simply to reduce immigration. He is candid about that. In a country which owes so much to the industry, fortitude, enterprise and thrift of so many immigrants, that goal is debatable. *The Citizen*, Ottawa.

Human Society

[Is there to be a return to racial origin as a key factor in our immigration policy?] Probably the issue hasn't yet been decided. Mr. Andras is inviting a consensus, which is really an abdication of the leadership the Government should provide. His own views can be determined from the great emphasis he has placed lately on the expanding number of immigrants from Asia, Africa and the Caribbean.

In a statement September 30, he drew particular attention to "the changing pattern of immigration." He said South American immigrants increased by 233 per cent between 1972 and 1974 (the first six months) from 1,956 to 6,505; African settlers by 230 per cent, from 1,391 to 4,596; South Asians from 2,751 to 7,620, or 177 per cent, and Caribbeans from 4,019 to 11,082, or 176 per cent.

These percentage figures sound fearful, but are reminiscent of the calculations sometimes issued by developing countries. Car production has increased by 100 per cent, or from three cars to six. Even if these immigrants settled mainly in the three cities Mr. Andras has named—Montreal, Toronto and Vancouver—the impact of a few thousand a year on a population of more than six million would hardly be devastating.

Or maybe, to some people, it would be. Mr. Andras wants to find out how many find it soul-destroying to detect a few more black and brown faces in the crowd each year. If he finds enough Canadians with that view, we can expect him to promote a restrictive policy. Not absolutely restrictive; that would be blatantly racist. But restrictive enough to discriminate against Africa, Asia and the Caribbean, while not appearing racist.

Is that assessment unfair? Then why his emphasis on immigration from non-industrialized—that is, non-European—countries? Here's what he had to say: "The increase in immigrant admissions to Canada can probably be traced to the attractive economic conditions in Canada, in comparison to those in some other countries, especially developing countries, the restrictions on the admission of persons introduced by some receiving countries, and the favorable Canadian admission regulations for persons who have relatives in Canada."

In his statement accompanying the introduction of new

regulations on October 22, Mr. Andras paid an impassioned tribute to the benefits of immigration: "We Canadians take pride in the fact that we are a nation of immigrants.... Our nation was built by immigrants and sustained by immigrants. Throughout Canada's history, our national spirit has been continually enriched by new Canadians from other lands."

But the passion evidently cools when immigration from South Asia jumps from 2,751 to 7,620 in a six-month period, or 4,596 settlers from Africa pour in at the same time. Yet these, too, have much to contribute to the kind of society we want. The answer, of course, is a human society. Ben Malkin, *The Citizen*, Ottawa.

No Real Policy

Immigration is touchy, difficult, and confusing. The proposed new legislation will hopefully be more contemporary in its definition of undesirables than the present law. However, it will have almost no influence on how many immigrants we will admit annually, nor will it have any bearing on the ethnic and racial composition of the immigration flow. To incorporate such principles or directives in a law would, as the bureaucrats say, "make for inflexibility."

Thus we must see the exercise in producing a green paper as really a smokescreen designed by officials to ease the government's embarrassment that it has no real immigration policy at all and isn't very sure that it wants one. The embarrassment is compounded by deep splits in the Liberal party (including the caucus) on every significant issue relating to immigration.

While Allan Gotlieb and the green paper's author, Richard Tait, both veterans of external affairs, were sweating to produce something readable and logical enough for exposure, their minister, Mr. Andras, made two valiant attempts to change immigration policy, once in February and more recently in October. His advisers convinced him that Canadians were passing the stage where they would accept more non-whites. Accordingly, changes were framed in the regulations and the directives which flow from their authority, aimed mainly at curbing immigration from the third world. This was to be done by shuffling the scoring values in "the points system" and by tightening and slowing the immigration procedures.

The other side of the political coin prevented the minister from doing his worst. Liberal backbenchers and even some frontbenchers, sensitive to the size and pressure of their ethnic constituencies and remembering who helped them form a majority government, opposed the minister. The outcome was that Andras could tell the literal truth at his October press conference, namely, that immigration policy would not be based on race or country of origin. In 1974 we will still receive about 200,000 immigrants, one of the highest intakes since the Second World War. Some of his colleagues wondered why he needed the press conference to announce that and the shuffling in the points' score. Constraints and restraints can be applied internally in the department through directives which normally are not part of the public record.

Next year the flow of immigrants will be at least halved, and the bets are that it will be the whitest immigration since the early '60s. A miracle may happen next year. A new law may be presented in Parliament and passed. It is likely to be irrelevant to most would-be immigrants. Why irrelevant? As Otto Lang once complained: there is no effective way to control the immigration bureaucracy. Where immigration is concerned, study forces, green papers, white papers and even laws are more political gestures than anything else. Immigration is mainly controlled in the field by jaundiced junior officials who get their directives from prejudiced (a nicer word would be realistic) senior bureaucrats. While the politicians affirm that immigrants from Africa and Asia and the West Indies are as welcome as those from Western Europe, all other factors being equal, field operations reflect the reality.

The offices in Western Europe are well-staffed and encouraged to recruit and process immigrants quickly. Active recruitment campaigns do not exist in non-white countries. A single immigration officer may be expected to process hundreds of thousands of applications annually. His office may be located thousands of miles from the areas he is serving, thus ensuring that only the elite of would-be immigrants can afford the necessary trip.

Public expectation has been roused by Andras's press conferences on immigration and by the recent flurry of alleged leaks and counter-leaks on the green paper. When a leak situation like this develops it is a sign that there's a storm up above. The storm is caused by conflict between opposing political and bureaucratic factions. The recent leaks look like bureaucratic initiative, not political.

When the green paper comes and then when the draft immigration act reaches Parliament, opposition members should remember that the act will not be directly connected with our immigration policy as it is practised. Instead of centring parliamentary debate on the empty clauses of a largely irrelevant bill they should investigate thoroughly the bureaucratic practices which really determine who can or cannot come to this country. Douglas Fisher, *Toronto Sun*.

Dispute-Settlement Alternatives

YOU PAYS YOUR MONEY AND TAKES YOUR CHOICE

The search for a less disruptive way of resolving labour-management disputes drew some 200 top management, government and labour officials to Toronto on November 4 for a one-day seminar sponsored by the Federation of Engineering and Scientific Associations.

The conference developed no consensus on alternatives to industrial relations conflict. But it generated a lively, informative and constructive dialogue on dispute-settling experiments—especially the final offer selection method that the FESA itself favours.

Keynote speaker was Senator H. Carl Goldenberg, one of Canada's most respected and experienced arbitrators.

Other speakers and panelists included the senator's wife, Prof. Shirley Goldenberg of McGill University; Tom Eberlee, federal Deputy Minister of Labour; Stan Little, president of the Canadian Union of Public Employees; William Wightman of the Canadian Manufacturers' Association; Prof. Charles Rehmus of the University of Michigan; and Ed Phillips of the Society of Ontario Hydro Professional Engineers and Associates.

The sessions were smoothly moderated by Val Scott, formerly with the Hydro Engineers and the Professional Institute of the Public Service, and now a labour relations consultant based in Vancouver.

An evening banquet following the seminar was addressed by David Lewis, Q.C., leader of the New Democratic Party, who spoke on the "social objectives of industrial relations."

Barely Beyond the Stone Age

Senator Goldenberg in his opening speech emphasized the contrast between man's progress in the fields of science and technology and his lack of progress in the field of human relations.

"As human beings we haven't come very far from the Stone Age," he remarked, noting that much of the progress in technology has been applied to devising more lethal weapons for killing one another. He pointed out that the two most destructive wars in history have been fought in this century, despite its claim to being more "civilized" than the so-called "Dark Ages."

He drew an analogy between international relations and industrial relations. "Just as international treaties don't prevent wars," he said, "labour laws and contracts don't necessarily prevent work stoppages."

Labour-management peace, he added, depends on the extent to which the parties understand each other—and particularly on the extent to which they are willing to compromise. "The ability to compromise must be seen not

as a sign of weakness, but of strength."

The senator cited some of the main causes of labour unrest: the rising expectations of workers, encouraged by seductive advertising and easy credit; the rapid pace of inflation; the growing generation gap between younger, better educated and more militant workers and their more conservative elders; the fear of job displacement by new machinery and technology; the monotonous and dehumanizing nature of so many jobs in modern plants and offices.

"Until we get at these root causes of industrial conflict," he said, "we will accomplish nothing by trying to suppress labour unrest through legislation. More restrictive laws aren't going to put an end to rising demands and expectations for a better lifestyle."

Senator Goldenberg rejected the tendency to blame inflation on the unions' wage settlements. He quoted from the Senate Report on Growth, Employment and Price Stability, which exonerated unions, pointing out that they have to go after income gains in public, while "other groups are able to do much the same thing quietly—almost unnoticed by the public. But collective bargaining is one of the noisiest economic processes known to man, and this makes unions especially vulnerable to being designated as major social and economic scapegoats."

The senator reaffirmed his belief that the right to strike or lock out must be preserved, but cautioned that this right must be exercised responsibly, especially in the public sector. Otherwise it could produce a backlash of public opinion that would force governments to enact more restrictive legislation.

He said that there is no cure-all for settling all industrial disputes without strikes, but that experiments with alternative dispute-settling methods should be encouraged. He cited third-party mediation and voluntary arbitration as having proved effective in averting shutdowns, and urged that other alternatives be tried.

"But we must be patient and not expect immediate and total elimination of conflict," he cautioned. "Despite all our efforts, labour peace is not around the corner."

Rising Expectations

Deputy Labour Minister Eberlee also traced much of the recent escalation of labour-management warfare to the mood of rising expectations that has seized the entire labour force.

"When I came into this business in 1961," he recalled, "it was unthinkable for a union to aspire to a settlement with more than 12 or 13 cents over two years—even though it probably had the power to force something considerably larger. Today, even if we did not have a rapidly rising Consumer Price Index, the different mood of trade union members—a mood shared, I am sure, by all Canadians—would probably be motivating them to press on for what was previously thought beyond reach. I suspect we've got a general social problem and not just a collective bargaining problem here."

The Deputy Minister also urged more experimentation with alternatives to confrontation. "The principles of self-determination," he argued, "are not subverted where affected parties self-determine to establish other kinds of civilized procedures that take them out of the posture of stomping all over each other and the public as well."

He referred to voluntary arbitration, "med-arb" and final offer selection as possible methods for settling disputes that would result in less economic hurt to the parties and the public.

"Why don't we try out a few of these things? Why aren't labour and management more innovative? Why do we have so few concrete results from so darn many seminars, Royal Commissions, task forces, re-writes of our labour legislation, and general nit-picking and pious sermonizing? Why haven't our dispute-settlement techniques evolved?"

Mr. Eberlee said that, if the parties directly involved don't show more initiative and willingness to innovate, it will devolve upon government to "play the catalyst role—to try to influence movement." He said that departments of labour should "be dragging the parties in, bringing them into a joint examination of problems...We've been far too laissez-faire; in too many cases we sit around and wait until the crisis is almost upon us."

He concluded by deploring the failure of most Canadians to accept trade unions and collective bargaining as "the completely legitimate institutions they actually are—as pillars of our socio-economic order, which they actually are...It never ceases to amaze me how many people still barely tolerate collective bargaining as a new-fangled invention of the devil when they have no difficulty with a whole range of far less essential institutions. In the final analysis, what we face is a serious understanding gap that will have to be bridged."

Hostility, Distrust Rampant

His closing remarks were echoed by CUPE President Stan Little, who complained that unions in Canada are still not accepted, and are in fact barely tolerated. The ensuing hostility and misunderstanding of union activities and objectives, he said, generates a corresponding feeling of

Panel, L. to R.: Mr. Eberlee, Senator Goldenberg, Shirley Goldenberg, R. Val Scott, (Moderator) Professor Charles Rehmus, Ed. Phillips, Stan Little, William Wightman

distrust and antagonism within union ranks.

He upheld "free collective bargaining" as the ideal and most effective means of adjusting the unavoidably conflicting interests of employers and employees. But he admitted that present methods could be improved upon, and their most destructive effects minimized.

"I've had a chance to visit many countries in recent years," said Mr. Little, "and have examined their various labour relations systems. None of them has yet found a panacea that produces total, permanent labour peace; but some have developed methods that keep conflict at considerably lower levels than we have been able to manage. Unfortunately, because of the differences in social, cultural and economic frameworks, most of these foreign systems can't be transplanted to Canada."

He said that there must be an awareness of the dangers of clinging to present methods, especially in the public sector, where work stoppages tend to hurt many people not directly involved in the disputes.

"People on both sides of the bargaining table resist change," he admitted. "They're reluctant to depart from the old, familiar ways."

He stressed the need to improve communications at all levels—between union leaders and members, between unions, management and government, and between all parties and the general public.

The delays built into existing bargaining procedures, according to Mr. Little, are a major source of rank-and-file dissatisfaction. "It's not uncommon for a set of negotiations to drag on for a year," he said, "and we've even had situations where we were serving demands for the renewal of a contract while still awaiting a settlement of the previous one. This is intolerable and must be corrected."

Like Mr. Eberlee, he saw a useful role for departments of labour in spearheading needed re-evaluations of labour relations procedures.

"It must be realized," he said, "that union leaders can't

afford to get too far ahead of their members in pioneering change. Today's trade unionists—especially the younger ones—have an innate suspicion of the 'establishment,' and that sometimes includes their own elected leaders. The rank and file are thoroughly imbued with the adversary concept. They see all management people, and most politicians as well, as their enemies; and union officers who participate in sessions such as this one are often suspected of 'fraternizing with the enemy.' That's why union leaders must be careful to maintain their credibility with their membership in any exploration of changes to the present system."

The CMA's View

The CMA's Bill Wightman said he shared three basic views with Senator Goldenberg: (1) that labour-management relations are like marital relations, implying that the parties shouldn't have to engage in open warfare to settle their differences; (2) that more restrictive laws will not provide an effective solution; and (3) that management is often at fault in failing to understand the human problems that underlie most employee grievances.

He applauded Labour Minister John Munro's initiative in calling for top-level tripartite meetings of labour, management and government leaders. This is a necessary first step, he said, toward the exchange of ideas and proposals that must precede changes of attitude as well as of method.

"Let's try to differentiate between our immediate and long-term problems," said Mr. Wightman. "I'd like to see us address ourselves first to the development of mutually agreed-upon criteria for resolving public interest disputes. We need more research into this area, and perhaps a re-evaluation of the relative worth of jobs in the essential services."

In the discussion that followed, W.P. Kelly, Assistant Deputy Minister of Labour, said that the biggest problem in trying to change existing procedures was the commitment of both sides to the adversary system.

"We managed to change attitudes to some extent, at least temporarily, in some industries," he said, "by our use of preventive mediation and industry specialists. But it's a tough battle to dislodge entrenched habits and beliefs."

He added that there is also a great tendency to procrastinate on the part of both labour and management officials. "They're reluctant to make any compromises until the last possible minute—until a crisis is imminent or under way."

Focus on FOS

The afternoon session concentrated almost entirely on the Final Offer Selection technique advocated by FESA. The keynote speaker, Ed Phillips, traced the genesis of FOS to the desire of professional groups to engage in a form of collective bargaining with their employers without having to exercise the right to strike.

"The problem," he said, "was how to set up a new mechanism that would encourage a civilized atmosphere—one in which negotiation and agreement was encouraged and in which refusal to strike would not be regarded simply as weakness."

He said FESA rejected traditional arbitration, because it, too, was "born of the adversary approach—seldom used until devastation had descended on the parties. Wild postures are used by both sides with a view to influencing the arbitrator..." He said that FESA did not, in any case, favour any method that made strikes illegal. "The mechanism had to be designed to preclude the need to strike."

Mr. Phillips said that FOS was devised simply by working backward from these desired results. But he stressed that the technique has been greatly refined from its original concept.

"As originally devised, the final mechanism was simply to place before an arbitrator the total positions of both sides on issues not previously resolved. The arbitrator would then be required to choose between the two positions on all aspects. He was given no discretion to 'trade-off' or to give some points to one side and some to another. He was not given the right to dream up any ideas of his own. The idea was that the mechanism was only better than tossing a coin in one respect: the arbitrator could judge which side was apparently the least unreasonable.

"It was intended that the arbitrator be allowed to sit in on the final stages of negotiations—to hear the arguments, to frown and to smile, hoping that the parties would respond by modifying or withdrawing their proposals. But at some time the clock would stop, and when it did, both sides were to be stuck with their position at that time."

Mr. Phillips said that FOS has since become the name of "the whole process of negotiations proposed by FESA and other groups, and this, in my view, is wrong. The term 'FOS' should be reserved to describe the last step in the process.

"As it has evolved," he said, "the process now has seven phases: (1) an exchange of bargaining agenda; (2) negotiation by the parties alone; (3) the selection of a

Andre Pierre

Senator H. Carl Goldenberg

'selection officer'; (4) mediation; (5) submission of 'final' offers; (6) further negotiations under pressure of imminent FOS; and (7) arbitration by FOS."

Personally, Mr. Phillips said, he didn't like mediators, conciliators and arbitrators, and felt that voluntary agreement reached between the parties was still the best method. But he conceded that sometimes their services were necessary and unavoidable.

"Each union and each company," he said, "must individually choose the process and atmosphere they want. If they want a good fight—so be it. If they want a bargaining ritual—fine. But if they want to confront issues, to come to terms, and to do it with minimum costs, then they have to give careful thought to the kind of process they choose. The final weapon chosen to resolve disputes between them is only a part of the process, but it can, even if never used, affect the attitude of both parties in all the earlier steps.

"The choice appears to be among four alternatives: submissiveness, strike, conventional arbitration, and FOS. If we consider which of these, by its very nature, will have the least harmful effect on the atmosphere, and if we believe that genuine bargaining is the best way to confront issues and resolve them, then it seems obvious—to me, at least—that FOS is simply the least undesirable ultimate step in the process when negotiation fails."

FOS Must be Flexible

Prof. Rehmus, who has acted as an arbitrator under the FOS method in the United States, said that the value of the technique is still unclear. But it has been incorporated into legislation in four states, including Michigan, to settle disputes involving "public safety employees" (mainly police and firemen), and has worked reasonably well.

However, he favoured a more flexible version of FOS, in which the arbitrator is free to make his choice between the two parties' final position on an issue-by-issue basis, instead of having to base his award on the total package proposed by one party. He cited cases where FOS arbitrators in the U.S. had felt obliged to reject a union list of proposals in its entirety because of one 'unreasonable' demand out of many.

"Arbitration should not be a form of Russian roulette, in which the loser dies," he declared. He said he has refused to act as an FOS arbitrator when the whole package approach is used, but has served in several disputes where the flexible issue-by-issue method was employed. This allows the arbitrator to put together a package settlement composed of the most reasonable proposals from both sides. "When used by sophisticated negotiators and adjudicators," he said, "this kind of flexible FOS does not harm and can genuinely support the collective bargaining system." He described it as "a creative and beneficial alternative to strikes or to conventional third party decision-making."

In practice, according to Prof. Rehmus, voluntary agreements are reached between the parties themselves in two thirds of the cases where FOS is the prescribed settlement method in the U.S.

Right to Strike Essential

Prof. Goldenberg prefaced her remarks by affirming her belief in the right to strike. "This right cannot and should not be taken away," she said, "particularly as it applies to workers in the private sector. There is no doubt in my mind that the right to strike has been an important factor in redressing the unequal power relationship that would otherwise exist between the individual worker and his employer. Moreover, while the threat of a strike has undoubtedly been used more frequently than the strike itself, we all know that this threat can be a significant catalyst in producing a negotiated agreement."

She conceded, however, that when a work stoppage due to a labour dispute has damaging effects on the public, "it is incumbent on the public authority to find an acceptable alternative to the strike."

She alluded to the proposed combination of mediation and arbitration—"med-arb" for short—being advocated by some practitioners and theorists, notably by the Labour Department's Bill Kelly. This would involve the same individual in both mediation and arbitration roles. He would be expected to settle most of the differences through mediation, after which he would arbitrate the issues remaining in dispute. "The objective would be mediation to finality—negotiation as far as possible but not as far as a strike. The mediator would presumably be expected to have more clout if the parties knew he could eventually impose a settlement."

Reservations about Med-Arb and FOS

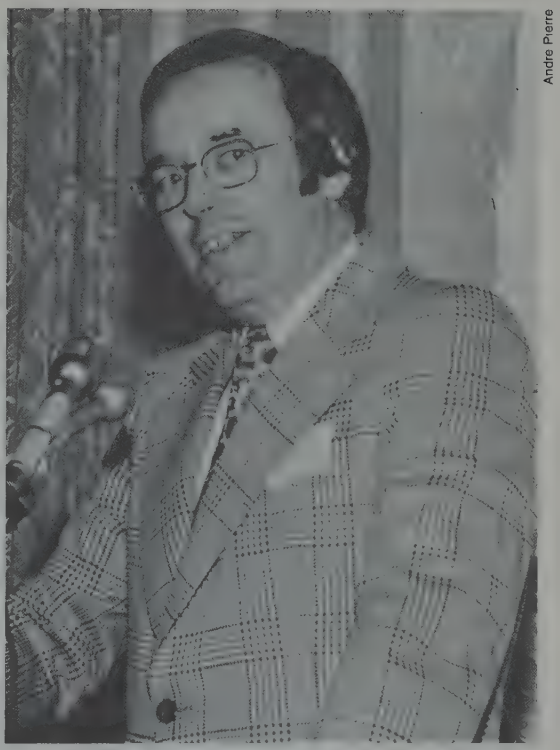
Prof. Goldenberg expressed some qualms about the med-arb concept. "I am concerned," she said, "about the very delicate matter of confidence that we always insist is so basic to successful mediation. I wonder whether the parties would be as frank with a mediator about the concessions they are prepared to make if they knew that he would eventually be the one to arbitrate on the issues they do not settle. Could this not undermine his chances of successful mediation?"

She proceeded to discuss the FOS idea, paying tribute to Val Scott for being its most vocal and persistent advocate in Canada. She said she had reservations about both the total package and the item-by-item variations of FOS.

On the item-by-item method, she said she was "troubled by the requirement that each item in dispute be negotiated for separately and settled independently. This, in my opinion, is based on a fundamental misunderstanding of the bargaining process. I have always looked on collective bargaining as the negotiation of a 'package deal' through compromise or trade-off between the issues in question. I'm afraid that the give-and-take of collective bargaining will be impossible if the framework is insufficiently flexible to allow for this trade-off."

She said she also saw serious problems in the "winner-take-all" approach. "Don't forget that the other side is that the loser loses all. I would hate to be a union leader whose total package of proposals was rejected by the selector. The need for face-saving is too important an element of human relations to be neglected in industrial relations."

She also said that the choice that might sometimes face a total package selector would be distasteful, in that he might have to choose between sets of proposals that were both unreasonable.



Andre Pierre

T. M. Eberlee

"The greatest advantage of FOS," said Prof. Goldenberg, "may be the built-in deterrent to its use—the fear by each of the parties that the other's package might be selected. This may be likened to a nuclear deterrent: bargain in good faith and settle, or a worse fate may be around the corner."

She said that the formula now being advanced by FESA goes a considerable way toward overcoming her objections, and referred favourably to a recent recommendation for FOS contained in a report by the Manitoba Labour-Management Review Committee on Public Sector Employer-Employee Relations.

"The committee is headed by Prof. H.D. Woods, a close colleague of mine at McGill, and one of the most respected authorities on industrial relations in Canada. After considering various mechanisms currently in use for settling disputes in the public sector, the Manitoba committee concluded that a weakness in these systems is that, particularly in small units such as fire departments,

the employer side may insulate itself from the responsibility of bargaining by waiting for the union to agree to arbitration."

The Manitoba committee has therefore recommended that, if an impasse is reached, either side could have the right to impose final offer arbitration. After assessing the pros and cons of FOS, the committee concluded that "its very nature tends to prevent its use, and to produce settlement through bargaining and short of final offer arbitration. Taking into account all of the circumstances of public sector industrial relations, it seems the best solution available."

In the discussion that followed, however, most delegates remained skeptical about FOS. Bill Kelly pointed out that its use in the United States has been confined to police, firemen, and some professional organizations—groups that have never enjoyed or sought the right to strike. Tom Eberlee noted that FOS could never be a creative or innovative process, since arbitrators could take no initiatives and would be limited by the parties' own offers and counter-offers. Stan Little doubted if groups such as the Ontario hospital workers, who won an increase of $1.14 an hour earlier in the year by threatening a strike, could be persuaded they would do as well under the FOS system.

However, Val Scott, Ed Phillips, and FESA President Ian Wilson all stoutly defended FOS and insisted that it would, by its deterrent value, produce a high rate of negotiated settlements.

Delegate Ed Finn of the Canadian Brotherhood of Railway, Transport and General Workers said that the debate over FOS would not be resolved until the concept was put to the test in Canada.

"I don't see much likelihood of unions that now have the right to strike exchanging it for the uncertainties of FOS," he said. "But it may certainly appeal to professional groups, and to some groups of essential service employees who are now denied the legal right to strike. In other words, if you'll pardon the horrible pun, FOS may not be feasible, but it may be FESA-ble."

There are indications that experiments with FOS will soon be undertaken. *The Toronto Star* and *The Globe and Mail* are seriously considering this system for their next round of bargaining with the printing trade unions. The Woods Committee's support for FOS in Manitoba may lead to its adoption in the public sector in that province. The Society of Ontario Hydro Professional Engineers and Associates has asked Ontario Hydro to agree to FOS in its next negotiations with the 1,800 Hydro engineers.

When the conference adjourned, the delegates agreed that, although they had reached no consensus on devising "a better way" of settling labour-management disputes in the public sector, they had engaged in a very useful dialogue, had exchanged ideas and arguments, had heard several lucid and well-informed speakers, and were perhaps more flexible and open to change than they had been previously. And that in itself, they felt, made the conference worthwhile.

A CONCERNED, BUT OPTIMISTIC OUTLOOK

by JACK WILLIAMS

Inflation held the top priority spot on the agenda of the Ontario Federation of Labour's 18th annual convention, held at Niagara Falls, Ont., October 28-30. Along with their lengthy consideration of economic matters, however, the 1,223 delegates found time to deal with subjects ranging from labour legislation to the misuse of alcohol.

Although discussions were brisk, there was little basic disagreement. The administration's firm control was clearly evident in the re-election of David Archer as president. He defeated Sam Sharpe, a young member of the Oil, Chemical and Atomic Workers' Union, by a margin of 814 to 248 votes. Terry Meagher was unanimously returned as secretary-treasurer, the Federation's second position.

Despite concern about the multitude of problems facing today's labour movement, there was a spirit of optimism, particularly with regard to numerical strength. The OFL gained 12,695 new members during the past year, bringing the total membership to well over 700,000. Expectations are that another 100,000 will affiliate during the next 12 months.

The major part of this potential is in the 75,000 members of the Ontario Civil Service Association. Officers of the CSAO attending the convention as observers received a rousing welcome and assurance of the Federation's support in their efforts to gain effective bargaining rights.

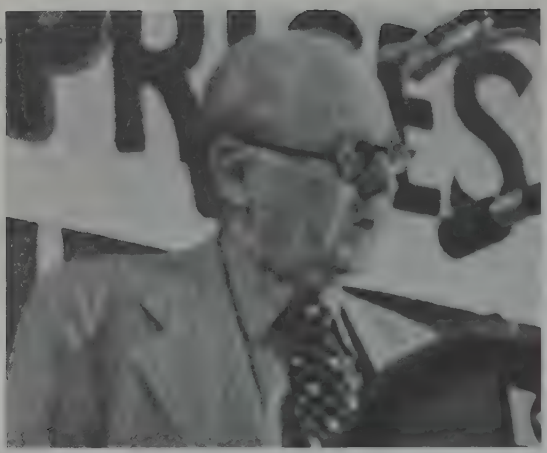
Archer saw this interest in union organization among public employees as "the beginning of a trend among groups that have been trying to go it alone." He reported widespread interest in unions, noting that organizers were experiencing extraordinary demands for their services.

Inflation

The inflation debate covered a wide field. Although delegates expressed adamant determination to take whatever action was necessary to protect the interests of union members, there was also evidence of a readiness to co-operate in any effort likely to alleviate inflationary pressures. Archer maintained that, although international conditions were an important factor, 50 per cent of Canada's inflationary problems could be controlled within Canada. He proposed a Royal Commission to investigate food prices.

The convention adopted a comprehensive position paper that reviewed the situation and suggested various courses of action. Blame for high prices was directed toward profits, rather than wages. There were complaints that, while workers' real earnings were slipping behind, supermarkets, meat packers, grain dealers and land

Ed Crosgrove



David Archer

Ed Crosgrove

Centre: Joseph Morris, President, Canadian Labour Congress

speculators were reaping a rich harvest. Although the paper gave support to demands for contract adjustments, including cost of living clauses, it was accompanied by the warning that this alone was not likely to solve Canada's prevailing difficulties. Archer predicted that 1975 would be "a year of confrontation."

The Federation's anti-inflation program called for:

—Revision of social benefit programs to protect those on fixed incomes.

—Reduction of taxes for lower income groups.

—Reappraisal of priorities in the promotion of new industries in an effort to create more jobs.

—Expanded processing of raw materials in Canada, and tighter control of foreign companies operating in Canada.

—Direction of public and private investment to industries with export possibilities, and expansion of Canadian secondary industry to reduce imports.

—Compilation of an inventory of basic commodities, and adoption of a two-price system to protect Canadian customers.

—Public disclosure of the affairs of basic industries.

Joe Morris, president of the Canadian Labour Congress, painted a gloomy picture of the international economic situation—"the worst since the 1930s." There was, he said, a danger that counter-inflationary measures might lead to still higher unemployment, and Canadians were especially vulnerable.

Monetary reform, revision of trade arrangements and effective international co-operation to control multinational corporations were all needed; but Morris saw little likelihood of their early implementation. In these circumstances, organized labour was left with no alternative to seeking more money through contract improvements. "If inflation goes unchecked, it will tear the social fabric of this country asunder as quickly and as surely as any political revolution, " he warned.

Farm Workers

But the delegates were by no means completely absorbed in their own affairs. Special attention was paid the plight of low-paid farm workers, a subject in which the Ontario Federation of Labour has shown particular interest through a special study— *Harvest of Concern.* The lot of farm workers was termed "a national tragedy" and various steps were proposed to effect improvements.

"Government agricultural policies should be designed to arrest the abandonment of farms, provide the farmer with a just return for his labours, and recognize the rights and needs of farm workers," the statement said. Specifically, farm employees should be brought under the Labour Relations and Employment Standards acts, so that their right to organize would be fully protected. Adequate housing, medical care and recreational facilities should be provided.

Renewed support for California grape and lettuce workers was pledged following an address by Richard Chavez, a

vice-president of the United Farm Workers. The Federation also gave assurances of continued support to the Ontario Anti-Poverty Association.

Alcohol and Drug Abuse

Through sponsorship of a special seminar and assistance to Toronto's Lifeline program, the Federation has been showing increased concern over the misuse of alcohol and drugs. The convention adopted a resolution calling for legislation to require health warnings to be placed on all containers of alcoholic beverages.

The Housing Crisis

After discussing Ontario's "housing crisis" at length, the convention endorsed a program that proposed:

—Launching of a "massive housing program."

—Large-scale land banking, with the land leased for low-income housing projects.

—Lowering of interest rates.

—Restriction of municipal taxation to services.

—Removal of the 11 per cent federal sales tax on building materials.

—Revision of the Landlords' and Tenants' Act to provide greater security of tenure and improved methods of dealing with disputes.

—Establishment of a Rent Review Board.

Ontario's Labour Act

The Ontario Government was sharply criticized for its "antiquated Labour Act." Delegates complained that Ontario was the last important labour jurisdiction in the country to deny union security, in the form of the checkoff, as part of union certification. The convention adopted a comprehensive resolution, which sought extension of the Act to classes now excluded; automatic certification on the basis of 50 per cent membership; tighter restrictions on management intervention; automatic right to strike at the end of a contract, and during a contract on matters not covered by the agreement; outlawing of the use of strikebreakers; clarification of the right to picket and demonstrate; encouragement of industry-wide bargaining; and introduction of a government service providing material useful in negotiations.

Dealing with another aspect of labour legislation, the delegates called for major amendments in employment standards, including a minimum wage of $3.50, indexed to negotiated wage trends; extension of coverage of employment standards regulations; voluntary overtime; nine statutory holidays; severance pay based on 2 per cent of annual earnings; and a clearly-defined procedure for mass layoffs or shutdowns. On the matter of work time, the convention resolutions committee was supported by the delegates in the belief that it was impossible to establish a generally acceptable fixed work week. The convention favoured instead the investigation of various ways to reduce work time. The resolution warned against "pitfalls," insisting that any rescheduling should not exceed an 8-hour day and should be subject to negotiation.

Job Safety

The delegates were emphatic in calling for greater attention to matters of job safety. There were demands for a vigorous tightening of regulations and the protection of employees, including acceptance of the principle that an employee had the right, without penalty, to refuse to work under hazardous conditions.

Other Concerns

Other resolutions were directed to improving the lot of both young and old. Expansion of educational facilities was urged through the funding of students at the post-secondary level. There were also proposals for the establishment of a provincial Youth Ministry and assistance in the preparation and publishing of other teaching aids. Affiliated unions were urged to set up pre-retirement programs and counselling services for prospective retirees.

The likelihood of an early Ontario election resulted in considerable attention being directed to politics. Time and again, delegates maintained that conditions could only be bettered by the election of a government more sympathetic to the needs of working people.

Some 650 of the delegates turned out for a pre-convention political rally at which Stephen Lewis, Ontario NDP leader, attacked the province's labour legislation and the Ontario government's collective bargaining policies. Later the convention gave almost unanimous support to a resolution re-affirming support for the New Democratic Party and urging increased financial and organizational support. Some delegates complained that union people were not energetic enough in actively backing their professed support for the party.

Vice-presidents elected for the ensuing year were: G.Wilson, Auto Workers; H.Buchanan, Retail-Wholesale; C.Clark, Textile; R.Brixhe, Lumber and Sawmill; J.Donnelly, Sheet Metal; K.Rogers, Chemical; S.Dobbin, CUPE; N.Paxton, Postal; G.Pattisan, IUE: P.Carberry, PSAC; S.Cooke, Steel; A.Hershkovitz, Food; H.Thayer, Machinists; and W.Punnett, Rubber.

Saskatchewan Federation of Labour

AIMING TOWARD SOLIDARITY'75

Solidarity was one of the key themes of the Saskatchewan Federation of Labour during its 19th annual convention, held October 17 to 19 in Regina. Delegates approved several resolutions calling for worker solidarity, and they voted to seat representatives of the Retail, Wholesale and Department Store Union (RWDSU) over the objections of the Canadian Labour Congress.

The RWDSU, based only in Saskatchewan, was expelled from the CLC n 1970 after it left its parent international. Since then, it has tried to join the CLC, but the Congress has refused admission, saying the union must either return to the international union or affiliate with the Canadian Food and Allied Workers (CFAW).

The Saskatchewan Federation of Labour executive voted in 1974 to allow the RWDSU to affiliate with the federation, and it attended the convention under the umbrella of the CFAW. When the union representatives took their seats at the convention, CLC Vice-President Julien Major left the convention, saying the seating of the union violated the congress constitution. The constitution allows only organizations chartered by, of affiliated to, the Congress to belong to provincial federations.

Major was quoted in *The Regina Leader-Post* as saying he could not condone the RWDSU delegates by his presence at the convention, and officially, no CLC member would participate in the meeting. In rebuttal, outgoing federation president Ross Hale, asserted that the RWDSU delegates would be accepted without reservation and that the CLC stand was unacceptable. According to the Regina newspaper, Hale stated that even if the CLC declared the federation's convention null and void, this would have no effect on resolutions passed by the delegates.

The seating of the union delegates appears to give support for the "Solidarity '75" statement of the federation's executive council, said Hale. The statement calls for the federation members to stand together and, with others outside the union movement, to protect and advance in the Legislature gains made at the bargaining table. It calls on the Federation to assist unions during bargaining and in the case of a strike or lockout, and asks the Federation to support legitimate organizations fighting to better the position of Saskatchewan residents.

Resolutions passed by the delegates stress the need to unionize unorganized workers and encourage women to take a more active role in union administration. Delegates called for automatic certification in cases where employers do not adhere to the Trade Union Act during organization drives, or in cases where a union signs up 50 per cent plus one of a workforce.

George Semeniuk of Saskatoon was acclaimed federation president, replacing Ross Hale who was moving out of the province. **T.S.W.**

Newfoundland Federation of Labour

NEW LABOUR LEGISLATION FOR NEWFOUNDLAND

A new Newfoundland labour standards code and a new labour relations act are being drafted and should be ready for the next session of the provincial House of Assembly, provincial premier Frank Moores told the Newfoundland Federation of Labour.

Addressing delegates attending the federation's 38th annual convention, held October 21 to 23 at Grand Falls, Premier Moores said the proposed labour standards code will establish a labour standards board to replace the existing Minimum Wage Board and to perform expanded duties. The new code would contain a provision for paid statutory holidays for all employees, as well as a standard workweek of not more than 48 hours, and would prohibit work beyond 60 hours a week without a permit. The code would also deal with maternity leave and the employment of children.

More than 90 recommendations of the Cohen Royal Commission on Labour Legislation are being considered for the new labour relations act, stated Moores. In addition, the Trade Union Act will be presented in revised form to the Legislature, and changes in the Human Rights Code will be proposed. The Premier also indicated that members of the Newfoundland Constabulary—which polices St. John's—may be allowed to form a trade union. The policemen are currently organized into a brotherhood, but under the provincial Police Act, they are forbidden to affiliate with the Federation of Labour or with the Canadian Labour Congress.

Art Kelly, re-elected president of the federation by acclamation, told the convention that the body will strive to extend the right to strike to provincial employees designated essential. Such personnel are not free people without that right, he said, and if the theme of next year's operations must be "free the essentials" then it will be so.

He criticized the Newfoundland minimum wage, saying that although the province has enjoyed the biggest minimum wage increase of any province in recent years, other provinces see the wage as the minimum workers are to receive, whereas in Newfoundland, it becomes the maximum wage for unorganized workers.

Convention delegates approved many resolutions, including demands for the nationalization of the province's telephone system; the repeal of the Public Services Collective Bargaining Act; government changes to the Labour Relations Act; and the enactment of legislation requiring that arbitration decisions be submitted to the parties involved not more than 30 days after the hearings adjourn. They also urged legislation be enacted guaranteeing retail workers two consecutive days of rest, one of them Sunday; and that the federation take remedial steps to deal with the problem concerning a recent court ruling that a trade union can't prosecute an employer on behalf of an individual union member. The delegates defeated a resolution that Labour Day be moved to sometime in June or July from the first Monday in September.

T.S.W.

B.C. Federation of Labour

WHAT DID THE GOVERNMENT DO RIGHT?

The provincial Government of British Columbia and the province's Labour Relations Board came in for heavy criticism when the British Columbia Federation of Labour held its 19th annual convention November 4 to 8 in Vancouver.

Federation president George Johnston told delegates that governments have not listened to labour, and suggested that if they had adopted some of the proposals made in past conventions, they would probably have fewer problems now. Labour has advocated such things as a major housing program, low interest rates, curbs on land speculation, and a practical immigration policy. In Johnston's view, the steps recently taken by the federal Government in some of these areas "are too little too late."

The Labour Relations Board has been the greatest area of failure in the government's labour code, contended the federation's Executive Council. In its convention report, the Council said that although the decisions of the current Board have been "slightly better" than the previous Board, they have not been indicative of the kind of new approach necessary to encourage and assist in unionizing the unorganized workers, "the expressed philosophy of the Government and the Minister of Labour."

Board chairman Dr. Paul Weiler was also criticized because, the Executive Council stated, a number of his decisions were based "in too legalistic a fashion on interpretations and precedents established previously in B.C. or in other provinces."

The executive council report criticized the provincial Government for failing to bring fishermen under the labour code; forcing suburban Vancouver firemen into a joint council with city firemen; and refusing to remove a strike ban during the appointment of a mediator and failing to pay salaries that would attract top-flight mediators.

Provincial Labour Minister Bill King addressed the convention and said "right-wing parties would do anything to seize power and tamper with the right to strike." His government, he said "stands alone between labour's right to free collective bargaining and these parties. There is an obligation to demonstrate that this is the best system, even with all its problems. Like democracy, it is clumsy as hell, but it is the best system."

Later in the convention, delegates approved a legislative committee report recommending—but without singling out individuals—the ousting and shuffling of some provincial Cabinet ministers. The report criticized the Government for delaying proclamation of the new Human Rights Code, passed by the Legislature in 1972.

"British Columbians are still having to rely on the old Socred Human Rights Act to protect them from discrimination. Not only has the Government delayed unjustifiably in proclaiming the legislation, but the budget allotted the Human Rights Branch for enforcement is hopelessly low," stated the report.

The B.C. Department of Labour was also censured because "when the minimum laws regarding human rights, wages, working conditions, health and safety are not enforced, unorganized workers have nothing. Legislative gains achieved by the labour movement are rendered hollow and ineffective by half-hearted and selective enforcement."

Kathleen Ruff, Director of the Human Rights Act, told delegates the majority of the public react to human rights with silence "occasionally broken by a guffaw of ridicule." The greatest form of contempt is ridicule and a belittling denial of humanity, she said, giving as an example of ridicule the reaction to women's efforts for human rights.

Ruff called on the union movement to give strong practical support to human rights programs, saying that everyone is in favour of human rights, but actions speak louder than words.

The convention approved several resolutions regarding women's rights, but failed to reach agreement on one calling for a provincial ministry for women. This resolution was referred for further study.

T.S.W.

COLLECTIVE BARGAINING UNDER SCRUTINY

by TED WEINSTEIN

Much soul-searching and debate has been centred lately on the current status of collective bargaining. When management, union, and government officials meet in conference or discussion, one of the questions asked time and time again is: Collective Bargaining—Is It Working?

Early in November, a union-management conference was held in Owen Sound, Ontario, to analyze this problem. The conference was sponsored by the Union-Management Services Branch of the Canada Department of Labour and the Owen Sound Campus of the Georgian College of Applied Arts and Technology. More than 100 union members and company administrators attended the conference to argue the merits of collective bargaining, and to hear the views of the keynote speaker, Dr. Chris Jecchinis, Chairman of the Economics Department of Lakehead University, Thunder Bay, Ontario.

To match the conference's four sub-themes— the changing work ethic's impact on collective bargaining; human factors in the workplace; new concepts in collective bargaining; and union-management responsibility toward each other and the community—Jecchinis divided his address into four topics.

Changing Work Ethic

Speaking on the first sub-theme, he observed that we are in the midst of a crisis regarding industrial conflict and poor productivity. During the last decade, Canada's man-hour output rose by 50 per cent, and that of the United States increased 34.7 per cent. But the output of France rose 75 per cent during the same period, Sweden's increased 100 per cent, and Japan's went up 188.5 per cent.

Young workers are the scapegoats for conflict and reduced productivity, he noted; they have been accused of contributing more than their share to staff turnover, absenteeism, slowdowns and stoppages. It is true that young workers are more educated and have higher expectations than their older counterparts, "but in an era of revolutionary and all-pervasive change, all workers' attitudes have changed. Where the workers seem to differ is only in the area of priorities. In a society such as ours, where motivations have shifted toward consumption values, the young are no more spoiled or selfish than we are. The young workers' aspirations may differ from those of their parents when they were the same age, but that does not make the youth responsible for all the workforce problems that exist today."

Jecchinis

The greater sophistication and expectations of today's youth cause them to demand more from work and living, said Jecchinis. "In their quest for fulfillment, they become impatient with authori- tarian and old-fashioned management; this, in turn, makes them unco-operative ano aggressive.

They may be concerned with social justice, fulfilling work, and participation in the decision-making process. But in other respects, they do not differ from their elders in the desire for security and better working and living conditions."

In recent years, said Jecchinis, there has been an invasion of job enrichment proponents. They advise management to adopt new motivational theories or implement new techniques designed to improve or enrich jobs, which will in turn increase worker satisfaction and worker productivity.

But in the view of Leonard Sayles, a Columbia University business professor, "job enrichment is an amalgam of ideas, concepts and beliefs, and as such, is neither provable in any social science sense, nor implementable from a management point of view." According to Sayles, "job enrichment is just another of a long line of examples of naive management looking for panaceas and ideas to solve their personal problems. Productivity, for the most part, is not really a work motivation problem."

If Sayles is right, observed Jecchinis, then there are other factors contributing to worker satisfaction or dissatisfaction, including job security, improved working conditions, and high earnings. That the role of collective bargaining is satisfying these needs cannot be in doubt, he maintained, although there is also no doubt that new needs and changing conditions call for corresponding changes and improvements in the system.

The question is not whether collective bargaining will survive as an institution, concluded Jecchinis, but rather, what kind of bargaining is needed to help solve some of the problems created by changes in technology and the work ethic, which are adversely affecting industrial peace and productivity.

Workers' Rights

Human factors in the workplace, the second topic of discussion, is inter-related with the changing work ethic, said Jecchinis. It deals with the right of workers to be treated as human beings, and the pressures in society arising from basic incompatibilities between social and technological change.

A major concern of current industrialized society, according to Jecchinis, is the problem of increasing productivity and sustaining high growth rates without creating acute social and environmental crisis or destroying workers' spirits. Automation has contributed to increased output. But it has also created the problem of reconciling the interests of management with those of labour in the application of technological change, in addition to using technological advance for well-balanced economic expansion and social progress.

Trade unions have come to accept the fact that technological advances are here to stay. However, they want to ensure that such changes will not dehumanize the workers, or prevent the workers from sharing in additional profits realized through increased output made possible by automation.

Worker fear and insecurity over the future of their jobs has created considerable discontent and friction, declared Jecchinis. Unions express fear over the abuse or uncontrolled use of technological change, or the introduction of automation without adequate warning or planning. In his view, it is technological unemployment which unions resist vigorously unless they have secured a settlement concerning "redeployment" prior to the introduction of the change; in cases of this kind, unions tend to confront rather than co-operate.

Although in a few instances negotiations between unions and management have resulted in the smooth application of technological change, technological change has caused a crisis in Canadian and American collective bargaining. Not only does automation tend to lower union membership, but it accentuates the incapacity of conventional collective bargaining to deal effectively with it and other socio-economic and psychological problems.

"The up-to-date record of labour-management agreements concerning automation indicates that conventional collective bargaining has had only limited success in solving or cushioning the problems of unemployment and disemployment caused by technological change," said Jecchinis. In Canada, contrary to the public impression that there is an overwhelming union-management response to technological change, it appears that only 28 percent—133 agreements out of a total of 471 surveyed (in 1967)—contained specific clauses on technological change. One wonders, however, whether it is the lack of response on behalf of labour and/or management, or the unsuitability of conventional collective bargaining which is responsible for this poor record. I believe that it is the former, as well as the latter. Management is still fighting a rear guard action against what it considers to be an infringement campaign against its established prerogatives. As well, because both labour and management are locked in an industrial relations system which imposes constraints on any effective action aimed at the establishment of more advanced forms of industrial democracy.

"Some efforts have been made to complement conventional collective bargaining concerning technological change with joint consultation, but permanent labour-management committees to cope with such problems are small in number and they have no legal status. In fact, joint consultation in Canada is still carried out on an ad hoc and experimental basis—and no real progress has been made toward industrial democracy in which joint consultation would be institutionalized and advanced to other forms of employees' participation in the decision-making process."

New Concepts

Turning to new concepts in collective bargaining, Jecchinis said he believes that problems associated with the previous two themes cannot be solved through conventional collective bargaining. Solutions to issues such as the introduction of new production methods, technological change, displacement, manpower planning and training, job satisfaction and absenteeism require periodic, if not constant, consultation between labour and management. This consultation cannot be provided in conventional contract negotiations or restricted grievance procedures. North American contracts cover many issues, including fringe benefits, but in Europe, for example, fringe benefits are provided through legislation and appropriate social institutions.

Industrial democracy in Europe has gone further afield than any enriched form of collective bargaining, suggested Jecchinis. Professor John Crispo of the University of Toronto has summarized the various forms of European industrial democracy by saying that "beyond collective bargaining itself, there are essentially three degrees of worker participation in management. There is consultation, which, at a minimum, implies an obligation on the part of management to consult with its workers or their representatives before taking any final decisions in areas where it is bound, has agreed, or feels morally committed to this process. Second, there is co-management or co-determination, which implies co-decision-making over a broad range of activities. Finally, there is worker control, which entails the total transformation of an enterprise from privately-owned profit- making operations, to co-operative kinds of undertaking."

"The latter form of democratization through worker control is perhaps unrealistic, if not undesirable for Canada," Jecchinis said, "but neither of the other forms is either unrealistic or undesirable. We cannot expect to find solutions to pressing industrial problems if we continue to wear blinkers and insist that a bit of conflict, confrontation and unemployment doesn't really hurt the economy as a whole."

There is mixed opinion regarding the degree of success of European industrial democracy, but there is no disagreement regarding the importance and the value of the concept itself, he continued. Opponents to joint consultation cite the failure of the system in Britain, but they fail to mention its success in Austria, Switzerland, Scandanavia, and other countries, all of which are experiencing a comparatively low rate of conflict and a high rate of productivity. "There is no doubt in my mind that all these countries are doing something right while we are doing something wrong," he noted.

"I believe that there are two major reasons for the slow progress made in Canada toward a more advanced form of industrial democracy, "Jecchinis said. "The first is that in

the existing state of constant confrontation, the two parties are either unwilling or unprepared or both to move into unconventional fields of activity. Secondly, their established beliefs have produced rigid attitudes and not very imaginative policies. Thus labour-management relations have geared more and more to confrontation than to co-operation, even in areas of mutual concern.

"It seems to me that in spite of the changing social values and the ensuing pressures, management in North America as a whole is still very reluctant to take heed of the wishes of the workforce, perhaps because it fears that any compromise over participation will result in the erosion of traditional management prerogatives. Some of these fears may be justified, but all interested parties must have realized by now, that it is no longer just the share of the cake that is bargained over buy its ingredients and the way it is produced."

Joint consultation and other forms of industrial democracy will not solve all labour problems overnight, but they are the first step in the right direction, suggested Jecchinis. There will always be conflict of some kind. But that does not mean it cannot be minimized. "History has taught us coming change can be delayed but it cannot be stopped. Management should have been convinced by now that it cannot solve 20th century problems with 19th century solutions."

Unions also have their own internal problems to solve, as a large portion of the rank and file are dissatisfied and impatient with conservative trade unionism which concentrates only on winning limited gains through traditional bargaining methods. Contrary to popular belief, he observed, blue and white-collar workers in Canada are more interested in industrial democracy than has been admitted so far by either management or their leaders.

"There are also a growing number of personnel managers, academics, and government officials who are beginning to question the effectiveness of existing relations and institutions, and to agitate for improvements," Jecchinis declared. "I believe that the increasing pressures of problems on the one hand, and the change in social values on the other, will eventually force the Government to establish through legislation new and more effective institutional arrangements.

"In a democratic society, the success of any social legislation, or even bilateral agreement, depends on the co-operation of those who will be more directly affected by it. It is imperative therefore, that both labour and management become aware of their rights as well as their responsibilities toward each other, and through the government, toward society as a whole."

Preventive Medicine

HELPING PEOPLE TO HELP THEMSELVES

by LOUISE RICKENBACKER

The Health Hazard Appraisal (HHA) is an experimental census currently being initiated by the Department of National Health and Welfare, Health Protection Branch. Dr. R. Pellerin, Director of the National Capital Zone and its Public Service Health Medical Centre, is enthusiastic about the HHA. [Since this article was written, Dr. Pellerin has gone on leave of absence from the Department, and Dr. J. Mercier is acting Zone director.]

The Appraisal aims to assess the interaction of a variety of everyday risks which people assume, or to which they are exposed, and which can affect the quality and the quantity of life. From the data on the Appraisal form, an individualized prevention program can be prepared.

The Appraisal forms, available from Public Service Health Units throughout the National Capital Zone, are a type of questionnaire listing the individual's life style factors (smoking, drinking, exercising and driving practices); physical status (blood pressure, weight, blood cholesterol); presence in or absence from a high risk group because of recent screening (such as for certain types of cancer); and personal or family history of certain diseases.

Once completed, the forms are coded to ensure confidentiality, and then processed through the Health Protection Branch, which issues an individualized print-out. The print-out includes an analysis of risk data on the individual, comparing his particular case history to the probability tables of causes of death for his age group. The print-out includes his given (or actual) age, appraised age (that is, age according to present physical condition), and compliance age. The latter is the "age" that might be attained if certain suggestions, also included on the print-out, are complied with. Suggested might be: "lose weight, quit smoking, exercise more, etc." to improve the individual's general physical condition.

The print-out also includes details of the major causes of death for each age group, and the individual's risk potential for each possible cause.

As an example, Mr. Moderate, age 45, is rated against the national average, and is found to have an appraised age of 41.1 years. A non-smoker, who only drinks moderately, if he changes his life style from taking only moderate exercise to a regular exercise program, in one year his compliance age should be 40.8 years. The 12 most frequent causes of death for males aged 45 are checked against his history and the results of his medical examination and questionnaire answers, and he is found to have a less than average chance of dying as a result of the major causes for his age group. He is also urged on the print-out to ensure he has an annual medical check-up.

In another example, Mr. Indulgent, also aged 45, is a sedentary, smoking, overweight, drinking individual. As a result his appraised age is given as 53.2. However, by changing his life style as suggested on the print-out, he can reduce his compliance age to 42.7. Suggested is a 14 per cent weight reduction, a sedentary exercise program, no smoking, reduction of alcohol consumption, use of a seat belt when driving, and an annual medical check-up. By complying with the suggestions, he would significantly reduce his risk of death from the major causes for his age group.

The whole point behind this experimental appraisal is to promote preventive medicine—something overworked personal physicians and hospitals just don't have time for. The Occupational Health Service does not try to replace the personal physician or the hospital, but provides health services to federal public servants, a consultative service, and a health prevention and safety service.

Dr. Pellerin points out that by improving the health and welfare of an individual, his working abilities and general well-being are improved. The Health Hazard Appraisal is an excellent opportunity to pinpoint the danger areas for the individual, and set up a program for improvement and eventual elimination of problem areas.

The information on the form will remain confidential. Coding for identification will ensure this.

In early April, 1974, 1,500 questionnaires were circulated in the Ottawa-Hull area, and the Centre aims to have 5,000 completed in 1974. While still in the experimental stage, the Appraisal is only being tested in the National Capital Zone area. Those completing the Appraisal forms will be recalled in a year to reassess the results of the test and to discover if the suggestions have been implemented, and what improvement there has been. In some cases, as when weight reduction has been suggested, the individual will be recalled every two or three months to check on and encourage continuation of his suggested program.

The Health Hazard Appraisal is still an experimental project, and its value will not be assessed until reappraisals are made. It will be valuable only if it helps a significant number of people to change as necessary in the areas they can change— particularly life style factors. Dr. Pellerin feels it may be particularly helpful where people have unknowingly slipped into hazardous life styles.

Based on concepts and risk factors developed by Dr. Lewis Robbins and others at the methodist Hospital of Indiana in Indianapolis, Health Hazard Appraisal was introduced in Canada about two years ago by Dr. Harold N. Colburn and colleagues of the Non-Medical Use of Drugs Directorate, National Health and Welfare. They incorporated Canadian mortality data and adapted the originally manual system to computer. Health Hazard Appraisal is being utilized by about thirty private physicians across Canada and some occupational health groups. Doctors and nurses from the practices forward the coded Risk Registries (the data sheet containing the patient's relevant information) to Ottawa for computer processing. The results, in the form of a two-page computer print-out, are mailed to the physician or nurse in a few days. Participating physicians and nurses are showing the results to the patients to motivate them to change potentially harmful life styles and to obtain the treatment and periodic disease screening examinations suggested in the print-out.

The Health Hazard Appraisal print-out provides not only a good counselling aid for the physicians and nurses, but also a factual survey of the patient's risks in terms of relevant precursors for specific health problems. As a "recipe for health" it allows the health worker to help the patient set goals for health in order of priority. Lynn Craig, Health Hazard Appraisal Counsellor with the Non-Medical Use of Drugs Directorate, states: "A visible prescription for health, specially tailored to the individual's needs, strikes home for many people when generalized admonitions to change behaviour have no personal relevance."

The key word in modern preventive medicine is motivation—the individual's desire to take measures to protect his or her own health and avoid or eliminate abuse of the body. The Health Hazard Appraisal aims to provide that motivation by alerting the individual to danger areas and by making suggestions for improvement through consultation.

We are all interested in staying young, at least in body and in mind. By completing the Health Hazard Appraisal questionnaire and discovering the results, you will have an idea of your statistical "age" and of how you can change your life style to ensure a long "young" life.

(The preceding article is reprinted from the PSAC *Argus-Journal*, September 1974.)

50 YEARS AGO

The election of William Green as president of the American Federation of Labor, prohibition of the public appearance of children under 10 years of age as performers in theatres and other places of entertainment in Manitoba, growth of community libraries throughout the rural areas of Canada, and the legal status of women in Canada, were among topics discussed in the January 1925 issue of *The Labour Gazette*.

William Green Elected AFL President

William Green, secretary-treasurer of the United Mine Workers of America, was elected president of the American Federation of Labor on December 19, 1924, succeeding the late Samuel Gompers. Mr. Green was secretary-treasurer of the UMW from 1913 until he became president of the AFL. According to the constitution of the Union, the executive council, in the event of the death of a president, had power to appoint a successor to hold office until the date of the next convention. Shortly after his election, the new president intimated that he would follow the general lines of policy laid down by Mr. Gompers. He said: "In co-operation with my colleagues on the executive council of the American Federation of Labor and the chosen officers of all affiliated organizations we will carry forward the work of organization and education among the workers of our land. Our devotion to America and the American institutions must never be successfully challenged. Our demands upon society for higher standards of life, better wages and humane conditions of employment must ever be based upon our inalienable right to the enjoyment of life, liberty and the pursuit of happiness..."

Child Performers

The Director of Child Welfare, a new official appointed in Manitoba under the Child Welfare Act of 1922, served notices to all theatres and other places of public entertainment throughout the province, drawing the attention of the proprietors to the fact that the Act forbade the public appearance of children under 10 years of age as performers. The Child Welfare Act became law in 1922 and came into effect on September 1, 1924, by proclamation.

Travelling Libraries in Saskatchewan

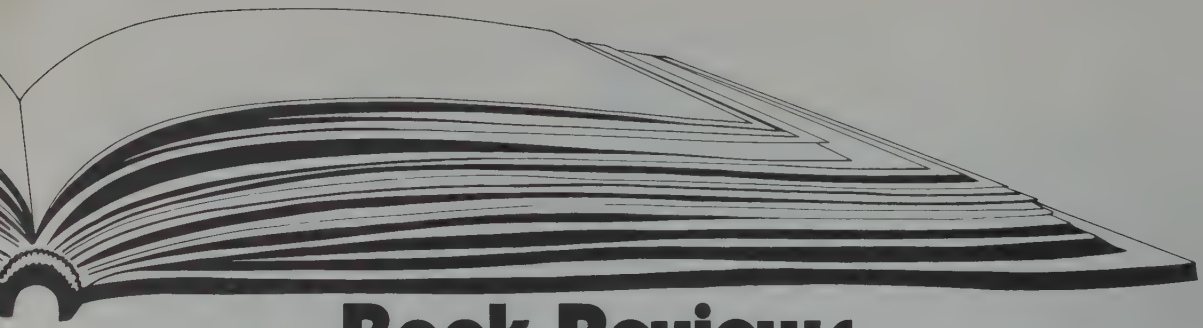
The growth of community libraries throughout the rural areas of Canada was noted in the September 1924 issue of *The Labour Gazette*. The article described the various provisions that existed in the direction of the "utilization of workers' spare time." Further information was given at a meeting of the Saskatchewan Legislature and was published in the January 1925 edition of *The Labour Gazette*.

The number of travelling libraries in the province was 990, with about 50,000 books in circulation. These books were read by about half a million persons in 1924. In the past two years, 275 new libraries had been started, and 148 new districts had applied for libraries in the last four months. Many of the libraries were sent to outposts of the province—75 north and west of Battleford, 12 north of Prince Albert and 25 east and northeast of Prince Albert. Applications from outlying districts were given first consideration.

Books that were slightly worn were mended and sent out again, and those that were badly worn were taken out of circulation and repaired. Since January 1, 1924, 13,000 books had been thoroughly repaired at an average cost of 6 cents a volume. The old books that were beyond repair were disposed of in various ways.

Legal Status of Women In Canada

The National Council of Women, which united a large number of women's organizations in the cities and towns of Canada, requested the Dominion Government to publish a pamphlet designed to give briefly the main sections of the federal and provincial statutes dealing with the relations of women in the family, in industry, in the municipality and in the state. As the legislation involved was of a social character and various phases of it had been the subject of discussion and resolutions by labour organizations, it was decided that the publication should be printed under the authority of the Minister of Labour. The Department of Labour then issued a pamphlet containing extracts from the Dominion and provincial laws relating to naturalization, franchise, eligibility of women for municipal, provincial or federal elections and for service as magistrates or jurors, marriage, divorce, sexual offences, married women's earnings and property, dower, devolution of estates, insurance, mothers' pensions, maternity benefits, deserted wives and children, legitimization of children born out of wedlock, support of children of unmarried parents, adoption of children, hours of labour and minimum wages for employed women, workmen's compensation and other minor subjects.



Book Reviews

Canadian Cases in Labour Relations and Collective Bargaining; by Hem C. Jain, Longmans Canada Limited, 1974

by Nicole Kean

This book provides teaching material in the field of Canadian labour relations. The author aims to assist students or groups studying labour relations in understanding the interaction between management, union and environmental factors.

As he wishes that "the learning experience for students be exciting and the teaching experience for teachers satisfying," he has adopted the case formula, which would permit role-playing and familiarize the student with real-life situations.

All the chosen cases are authentically Canadian. Each one is built up from interviews with union, management, and government officials; from reports of industrial inquiry commissions and mediation officers; from court proceedings and from grievance and negotiation sessions. He also draws attention to such factors as cultural background, economic situation, seasonal requirements, political philosophy, and historical development. These factors can influence and complicate an issue. They all have to be taken into account to assess a labour matter. Therefore, the author reveals some of these factors where they are determinant. The extract material furnishes the student with the necessary data to permit him to analyze the case effectively. In addition, the author raises questions pertinent to the case for discussion purposes.

The author divides his book into four parts:
—Establishing the Bargaining Relationship
—Negotiations
—Critical Issues in Collective Bargaining
—Union-Management Co-operation

He offers students and teachers the possibility of deepening their acquaintance with the entire collective bargaining process.

It is a book that could be useful in initiating students at the secondary education level.

(Nicole Kean is Chief of the Legislative Analysis Evaluation Division, Legislative Research Branch, Canada Department of Labour).

forum

The Unorganized Suffer Most

"If inflation is driving Canada's union members to desperation, as Canadian Labour Congress president Joe Morris claims, what does he think it's doing to the other two thirds of the workers who don't have the bargaining power of organized labour? Morris may be correct, at least temporarily, when he says the proportion of the total national income going to workers is dwindling while corporate profits climb...But even if Morris has a valid point, it reinforces the view that the only effective struggle for bigger and better shares in Canada's economy is going on between those who are already comparatively well off: The large corporations and the powerful labour unions. The labour congress makes the case itself in a recent publication. In 1951, it points out, the bottom 20 per cent of Canada's population received only 4.4 per cent of the total income. Twenty years later, the lowest fifth had been reduced to a 3.6 per cent share of the national wealth. But most of the people in that income bracket do not belong to the unions which Morris and the congress represent. And they certainly are not presidents or major shareholders of large corporations. They are the ones who are bearing the brunt of today's serious inflation, and they are doing it in a desperate solitude with no recourse to the picket line. Society can only redress this inequity by accepting some kind of regulation on the economically strong segments...But people like Morris — and, for that matter, much of Canadian society as a whole — have not shown any willingness to accept this kind of discipline." Editorial, *The Toronto Star,* September 4, 1974.

Social Contracts

"We cannot afford the 'big battalion' philosophy, with power groups, whoever they are, trying to seize more than their share of what is available. That is why, apart from those who cannot help themselves, no member of our national community has the right to seek to take out of our national income more than he puts into it by his work and effort and skill. It is no longer a time for anybody to be making money; it's got to be earned... We reject a lurch into heavy unemployment as a means of fighting inflation. It is cruel; it costs the country production we cannot afford to lose; and the history of these postwar years in one country and another has shown that it does not work. It is our strong determination in the difficult period ahead not to let events determine the level of unemployment but so to act that we ourselves remain in control. But that means all of us. Fighting inflation is a matter of national survival...This worldwide crisis of inflation is the most formidable challenge we have ever had to meet, apart from the challenge of survival in wartime...We believe that our problems can be solved only by a partnership between government and the whole of our national contract...There can be no opting out. That is what the social contract is about, and it is going to be more vitally necessary than ever in the months and years ahead that the contract be honoured, in the spirit and the letter." British Prime Minister Harold Wilson in *The Globe and Mail,* October 21, 1974.

The Mood in Britain

"Week by week, the mood in Britain becomes stranger, more edgy, more apprehensive. Nobody can remember anything quite like it; not even the worst days of the 1930s. Many people — and they tend to be the most intelligent and sophisticated — feel that an abyss of anarchy and economic disaster yawns just ahead, to be followed perhaps by some form of totalitarianism, either of the Right or of the Left. 'I'd emigrate,' they say, only half-joking, 'if I could think of anywhere to emigrate to...'. There are constant strikes. Several public services — notably London's buses and subways, the mails, and some hospital departments — seem to be tottering toward collapse. Mysterious shortages — of milk bottles, for example, and lavatory paper — come

and go for no apparent reason. These are, of course, the classic symptoms of an accelerating inflation; and according to the latest figures, Britain's inflation is now moving into the 20 to 25 per cent range. Already there is no way, when the combined effects of inflation and the steeply progressive income tax have been taken into account, for an Englishman to prevent his savings being reduced by at least 7 per cent a year, and, unless he's very lucky, by much more." From an article by Adam Schesch and Pat Garrett in *The Progressive,* quoted in *The Globe and Mail,* September 27, 1974.

Too Hot to Work

"Foundry workers at the Ex-Cello-O Corporation at London have won the right to decide whether to work in hot, humid weather. Under a new contract...they will be able to hold a secret ballot whenever the humidex — a scale that blends heat and humidity — reaches 90. If a majority vote to quit for the day, then all may do so, but the company will try to find work for those who want to stay on the job. A representative with the International Molders and Allied Workers Union said the contract may be the first of its kind". *The Toronto Star,* October 10, 1974.

Man's Dilemma

"The world will have to double its productive ability in the next 25 years to serve a global population of seven billion, according to John Deutsch, principal of Queen's University, Kingston. Dr. Deutsch says this will be a gigantic task because it has taken thousands of years to accumulate the skills to feed, house and clothe the 3.4 billion people currently on the planet. The Queen's principal, an economist and former chairman of the Economic Council of Canada, was speaking at a Dilemmas of Modern Man symposium taking place in Winnipeg. He said the greatest dilemma facing the world is population explosion coupled with a growing shortage of food. Statistically, the number of citizens of poor countries will rise to 5.4 billion by 2000, from 2.4 billion at present. But in the same period, the population of richer countries will increase only to 1.6 billion from one billion today. Dr. Deutsch said the growing imbalance in population distribution means rich countries must make an enormous effort to help the three quarters of humanity living in the poor and less developed areas of the world. 'The dilemma of modern man lies in the choice between the acceptance of large-scale human tragedy and the acceptance of prolonged sacrifices. These sacrifices involve not only the distribution of wealth, but also the willingness to engage in international co-operation on the scale needed. The latter is perhaps the most vital requirement of all.' " Roger Newman, in *The Globe and Mail,* October 31, 1974.

The Work Ethic

"No one has ever repealed the Law of Work, but it is in process of amendment. From the obscure life organs within the body to the building of moon landing craft, work is one of the conditions of being alive, but we need to keep up with changes in its form and significance. Not everyone is happy in his work. Job dissatisfaction is increasing. Workers are being infected by an uneasiness whose spread is challenging our assumptions about work and forcing us to make new definitions of jobs. Some of the unrest and confusion is caused by the fact that we have not the compelling urgency of our forefathers. They had to work hard to survive; we have securities...to make sure that we do not starve to death...Intelligent people, when they talk about the need for work, are not talking about returning to the twelve hour a day use of picks and shovels..That workers find fault with their jobs is not a new phenomenon. What is new is the variety of their complaints and their increased determination to do something about removing the cause. The development of a new respect for work and the promotion of a better understanding between those who perform the work and those who employ such workers is rapidly becoming one of the supreme tasks of employer statesmanship...All the change that has been brought about by economic and mechanical progress cannot be looked upon as being against the workers' interest. Though the production technology has made man an appendage of tools and machines, and has weakened his journeyman's pride and autonomy, it has brought the pride of automobiles, washing machines, cameras, and refrigerators within his reach. This gratification of his material desires by the mass production economy made man free to become aware of his dormant and unfulfilled psychological needs." The Royal Bank of Canada Monthly Newsletter, September, 1974.

Nationalization No Answer

"There is no doubt that labour relations at Vancouver's grain elevators are at a very low ebb. There is no doubt something should be done about it. There is considerable doubt that a government takeover is the solution. A takeover seems to be the answer the Government is seeking even before Mr. Justice Bayda of the Saskatchewan Court of Queen's Bench has begun his inquiry. The judge should not allow himself to be influenced by such talk. If the takeover proposal is put to him, he should take a good look at the federal government's own labour relations. There is nothing to suggest that overall those relations are better than between private corporations and their employees...Indeed, it is questionable if the grain workers, who seem anxious for the government takeover, have really considered the problems that could arise when the employer with whom they would be bargaining would also have the power to impose

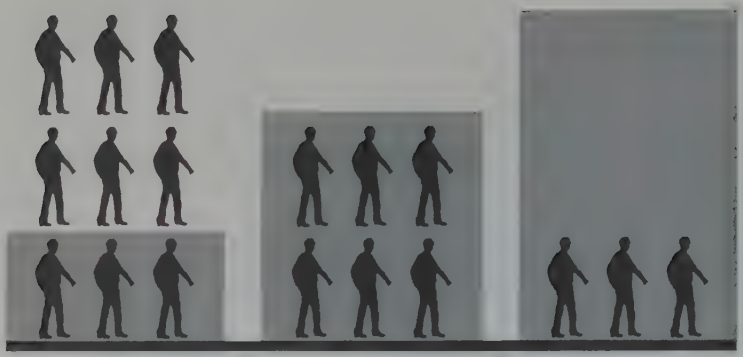
a settlement either directly or by means of compulsory arbitration. The relationship between the grain companies and the grain workers certainly is in need of improvement. But a government takeover is not the only option...A human relationship, which is essentially the problem at the grain elevators, is seldom fixed and finite. It changes and can be changed. It might be wiser for Mr. Justice Bayda to look at the difficulty in Vancouver as a human problem and ask himself whether it would be different under government ownership." Editorial, *The Vancouver Province,* October 18, 1974.

The Wrong Philosophy

"The shorter and shorter workweek philosophy with which Canadian sociologists and labour leaders have been grappling in recent years may not be as much the answer as many of them have predicted. Gunnar Nilsson, chairman of the Swedish trade union conference, has this to say: 'A 30-hour week points out a failure: work should not be created and formed so that workers want to work as little as possible. The working environment should be designed so that a man's job is attractive to him, so that he is really interested in it, not so that he should want to spend as little time as possible at it.' There must be a message in this for management, too." Editorial, *The Ottawa Journal,* October 21, 1974.

"PEPPSI COLA"

"During the on-going talks between the railway unions and management, one of the big issues will centre not just on COLA, but on PEPPSI COLA. COLA stands for cost of living adjustment, and is directly tied to increases in the consumer price index. When the index goes up a specific amount, wages are increased retroactively in a set proportion. PEPPSI COLA puts the emphasis on maintaining real as opposed to money wage rates. PEPPSI stands for Preservation from Erosion of Purchasing Power of Salaries and Incomes...Although bargaining for COLA is still in its infancy, it is now being argued that even COLA clauses often do not completely protect workers from inflation. The chief bone the unions pick with COLA clauses is that wage adjustments take place after prices have risen...COLA clauses increase wages three or six months after prices have risen. Therefore, by the end of the contract period, workers' wages will have lagged behind price hikes. Their purchasing power will have been reduced and will not have been fully protected from inflation...All the effort put into collective bargaining for COLA and PEPPSI COLA on the part of labour is basically and effort to stand still rather than get ahead on the purchasing power scale. The federal Government says it is serious about expanding production to grow out of inflation. If so, it would be doing us all a service if it would create an environment in which workers are not forced to strike. The federal Government could help create this environment by recognizing labour's right to catch up on some of the real buying power losses it has sustained in the past couple of years." Dian Cohen in *The Citizen,* Ottawa, October 21, 1974.



PRICES & EMPLOYMENT

Consumer, October

The consumer price index (1961 = 100) rose 0.9 per cent to 172.2 in October from 170.6 in September. About three quarters of this increase was attributable to advances of 1.4 per cent and 0.9 per cent in the food and housing indexes, respectively. The price level of all items other than food rose 0.7 per cent. Between October 1973 and October 1974, the all-items index advanced 11.6 per cent. The tobacco and alcohol component increased 1.6 per cent, and clothing prices rose, on average, 0.8 per cent. The recreation, education and reading index advanced 0.9 per cent, and that for health and personal care, 1.4 per cent. The transportation component declined 0.2 per cent.

Food

The 1.4 per cent increase in the food index, to 196.3 in October from 193.6 in September, reversed the decline that usually occurs between these two months. It was mainly because of higher prices for bread, milk and sugar-related products: These increases outweighed seasonally lower prices for fresh fruit and reductions for some meats, especially beef. All cereal and bakery items surveyed registered increases in the latest month, with an increase of 7.1 per cent in bread prices. There was a general advance in the retail price level for all dairy products, including a 3.7 per cent increase for fresh milk. Prices for sugar and such related products as chocolate bars and soft drinks continued to climb; sugar has more than tripled and chocolate bars nearly doubled in price since October 1973. In contrast, meat and poultry prices rose less than 2 per cent over the same 12-month period. At the beginning of October, beef prices, compared with one month before, averaged 2.5 per cent lower, while pork and poultry registered increases of 1.8 per cent and 1.4 per cent respectively. There was a seasonal decline of 10 per cent in the fresh fruit index, but fresh vegetables rose 4 per cent, mainly because of sharply increased prices for tomatoes and lettuce. Among other food products, higher quotations were again recorded for fats and oils and for most convenience foods; food consumed away from home increased 1.2 per cent. Between October 1973 and October 1974, the total food index increased 15.7 per cent. The price of food consumed at home rose 15.3 per cent and that for food consumed away from home, 17.1 per cent.

Housing

The housing index rose 0.9 per cent, to 170,8 in October from 169.2 in September, as a result of increases of 1.2 per cent and 0.5 per cent in the shelter and household operation components, respectively. Within the shelter component, the home-ownership element rose 1.6 per cent, mainly because of increases in the indexes for property taxes, mortgage interest and home-owner repairs; rents advanced 0.5 per cent. Among household operation items, furniture prices increased, on average, 1.1 per cent as most items surveyed recorded increases. Other home furnishings, including floor coverings, linen and draperies, also registered advances; sale prices for dishes in some cities resulted in a small decline in the tableware component. Household supply items rose 1.2 per cent, on average, in response to increases in all items surveyed; the index for household services advanced 0.1 per cent following telephone rate increases in some centres. Between October 1973 and October 1974, the housing index rose 10.3 per cent.

Clothing

The clothing index rose 0.8 per cent, to 156.3 in October from 155.0 in September, registering a smaller increase than had occurred between these two months in the previous two years. The price of men's wear, which rose 1.0 per cent, and women's wear, which rose 0.8 per cent, were responsible for about three fifths of the increase in the total clothing index. Children's clothing prices averaged 1.7 per cent higher, the footwear index advanced 0.7 per cent, and the component for piece goods and notions rose 0.3 per cent. The clothing index was 9.8 per cent above its level of a year ago.

Transportation

The transportation index declined 0.2 per cent, to 153.4 in October from

153.7 in September, as gasoline prices decreased 0.5 per cent, on average, and there was a reduction in the train fares index. Partially offsetting these declines were higher inter-city bus fares in Alberta, British Columbia and Nova Scotia, and increased local transit fares in Thunder Bay. Higher prices were also recorded for motor oil in several major cities. The transportation index stood 9.8 per cent higher than in October 1973.

Health and personal care

The health and personal care index increased 1.4 per cent, to 175.4 in October from 173.0 in September, primarily because of higher dentists' fees and higher prices for personal care supplies, especially toilet soap, hair preparations and toothpaste. The health and personal care index was 10.1 per cent higher than a year ago.

Recreation, education and reading

The recreation, education and reading index rose 0.9 per cent, to 164.3 in October from 162.9 in September. Generally higher admission prices for hockey games and increased driving lesson fees accounted for about two thirds of this advance. The R.E.R. index was 11.2 per cent above its level of a year ago.

Tobacco and alcohol

The tobacco and alcohol index rose 1.6 per cent, to 147.8 in October from 145.5 in September. Most of the increase was attributable to generally higher cigarette prices. In the latest 12 months, the tobacco and alcohol index advanced 8.2 per cent.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between September and October, the total goods index advanced 0.9 per cent, with the main impetus coming from the non-durable goods, which rose 1.1 per cent mainly because of higher prices for food, tobacco products, domestic supplies and toiletry items. The index for semi-durable goods increased 0.8 per cent, primarily because of higher quotations for clothing and household furnishings. An increase of 0.3 per cent for durable goods was due mainly to higher prices for furniture. An advance of 0.9 per cent was recorded in the services index, with the major contributors being the shelter, recreation, education and health elements. In the latest 12 months, the total goods index advanced 13 per cent and that for services 9.1 per cent.

Wholesale, September

The general wholesale index (1935-39 = 100) rose 0.4 per cent in September to 470.7 from the revised August index of 469.0. It was 17.4 per cent higher than a year earlier. Six of the eight major group indexes increased, two declined.

The iron products group index increased 1.5 per cent to 461.5 from 454.6 in August, reflecting price increases of 3.8 per cent for tinplate and galvanized sheets. The chemical products group index rose 1.4 per cent to 343.3 from the revised August index of 338.7 on higher prices for soap and detergents. An advance of 0.5 per cent to 506.1 from the revised August index of 503.1 in the animal products group reflected price movements for milk and its products, cured meats and hides and skins. Advances of a lesser degree were recorded in three major indexes — vegetable products 0.4 per cent to 484.3 from 482.2, non-metallic minerals 0.3 per cent to 349.8 from 348.7 and wood products 0.2 per cent to 578.8 from 577.6.

The non-ferrous metals group index declined 1.1 per cent to 424.2 from the revised August index of 429.1. The textile products group index decreased 0.4 per cent to 428.0 from 429.7.

City consumer, September

Consumer price indexes rose in all regional cities and city-combinations in September, with increases ranging from 0.1 per cent in Quebec and Montreal to 1.0 per cent in Winnipeg. Food indexes increased in eight cities and city-combinations and declined in four. Prices were generally higher for dairy, bakery and cereal products, pork, poultry, processed fruit and vegetables, frozen food, sugar, beverages, and food eaten away from home. In most centres, lower prices were registered for beef cuts, fresh produce and eggs. Housing components rose in all cities in response to increased shelter costs and higher prices for furniture, appliances (including repairs), floor coverings and household supplies. Clothing indexes increased in all cities, and prices were generally higher for most items of apparel, including footwear. Increased charges were recorded for laundry, dry cleaning and shoe repairs. Transportation components advanced in ten cities and city-combinations, reflecting higher prices for new cars, tires and motor oil. Health and Personal care indexes rose in all cities as a result of increased prices for pharmaceuticals and toiletries. Recreation, education and reading components also increased in all cities, as higher prices were registered for magazines, phonograph records and television repairs. Tobacco and alcohol indexes registered mixed movements across the country.

City consumer, October

Consumer price indexes rose in all regional cities and city combinations during October: increases ranged from 0.4 per cent in Ottawa and Halifax to 1.5 per cent in St. John's. Prices were generally higher for dairy, bakery and cereal products, pork cuts, eggs, processed fruits and vegetables, beverages and restaurant food. In most cities, prices were lower for beef products and fresh produce. Housing

components advanced in all cities except Halifax because of increased shelter costs and higher prices for furniture, floor coverings and household supplies. Clothing indexes rose in all cities; prices were generally higher for most apparel items including footwear. Health and personal care components rose in all cities as a result of increased dentist fees and higher prices for pharmaceuticals and toiletries. Recreation, education and reading components advanced in all centres except Halifax, with higher admission charges to hockey games and an increase in driving lesson fees.

Tobacco and alcohol components rose in all cities and combinations except Saskatoon-Regina. Quotations were generally higher for cigarettes and cigarette tobacco, and in Alberta and British Columbia some alcoholic beverages registered price increases. Transportation indexes rose in three cities, declined in seven and were unchanged in two.

U.S. employment, October

Employment declined in almost every sector of the population in October while unemployment increased to 6 per cent of the workforce, the U.S. Department of Labor reported. The September unemployment figure was 5.8 per cent. The unemployment rate of 6 per cent recorded in October equalled the highest unemployment level reached in the recession that began in 1969. That rate was set in November 1971. The number of unemployed persons in October was 5,500,000, an increase of 200,000 after adjustments that eliminated the effects of regular seasonal variations. Since October 1973, the jobless total has risen by 1.3 million persons, almost 60 per cent of whom lost their jobs. The number of persons who wanted full-time work but were able to find only part-time jobs rose by another 100,000 in October to reach a total of 2.9 million. Persons who are involuntarily working only part-time are counted as "employed" in the report.

Employment, October

The labour force in October was estimated at 9,699,000 persons, of whom 9,269,000 were employed and 430,000 unemployed, Statistics Canada reported. For the week ended October 12, seasonally adjusted employment was 9,215,000, an increase of 29,000 from September. There was an increase of 28,000 in the number of employed women 25 years of age and over, and of 13,000 in the number of persons age 14 to 24; employment among men age 25 and over declined by 19,000. Full-time employment for women increased by 27,000 to 2,412,000, and for men it declined by 15,000 to 5,637,000, part-time employment rose by 28,000 to a level of 1,175,000. Employment increased in all provinces except Nova Scotia and British Columbia—Newfoundland, 5,000; Prince Edward Island, 2,000; New Brunswick, 3,000; Quebec, 4,000; Ontario, 25,000; Manitoba, 9,000; Saskatchewan, 12,000; and Alberta, 15,000. The decreases were, in Nova Scotia, 2,000; and in British Columbia, 19,000.

Unemployment

Seasonally adjusted unemployment decreased by 41,000 to 522,000 in October. There was an increase in the level for men 25 years of age and over, while the level for women in that age group, and for persons age 14 to 24, decreased. Short-term unemployment, three months or less, declined by 20,000 to 358,000; long-term unemployment, four months or more, decreased by 20,000 to 163,000. Unemployment decreased slightly in all provinces except New Brunswick, where there was no change, and in British Columbia, where it increased slightly.

Unemployment Rate

The seasonally adjusted national unemployment rate was 5.4 in October compared with 5.8 in September and 5.3 in August. The September figure may be revised downward when the full year's data are available. The rate declined by 0.6 for women 25 years of age and over and for persons age 14 to 24. It increased 0.2 for men age 25 and over. The rate decreased in all provinces except British Columbia, where it increased by 0.2. The decline was 1.8 in Newfoundland, 0.3 in Nova Scotia, 0.1 in New Brunswick, 0.4 in Quebec, 0.3 in Ontario, 0.5 in Manitoba, 0.4 in Saskatchewan and 0.2 in Alberta.

Participation Rate

The seasonally adjusted participation rate for Canada declined slightly to 58.4 in October from 58.5 in September. The rate was unchanged for persons age 14 to 24, decreased 0.3 for men age 25 and over, and increased slightly, 0.1, for women in that age group. The participation rate decreased in Nova Scotia, Quebec and British Columbia. All other provinces had increased participation rates.

Employment, September

Between August and September, employment decreased and unemployment increased, Statistics Canada reported. The unemployment rate rose from 5.3 in August to 5.8 in September.

Employment

Employment declined from 9,248,000 in August to 9.186,000 in September; a year ago the employment level was 8,763,000. There was a substantial decline of 43,000 in the employment of women 25 years of age and over but an increase of 11,000 for men in that age group, and 3,000 for persons age 14—24. In full-time employment, there was a decrease of 87,000, and in part-time employment an increase of 20,000. The employment level decreased in all regions except British Columbia, which showed an increase. The most substantial change was a decline of 43,000 in Ontario.

Unemployment

Unemployment increased from 522,000 in August to 563,000 in September. There was a large increase in the level for persons age 14 to 24 years. The level increased also for men 25 years of age and over but it decreased for women in that age group. The number of persons unemployed less than one month decreased, and the number who had been without work for one month or more increased. The unemployment level rose in all regions, with the largest increase, 12,000 occurring in Quebec.

Participation

The participation rate decreased from 58.9 in August to 58.5 in September; it was 57.5 in September of 1973.

There was a substantial decline, 0.9, in the rate for women 25 years of age and over. The rate for men in that age group, and for persons 14—24, increased slightly. In British Columbia it increased 0.8, and decreased in other regions. The largest decline, 0.9, was in Ontario.

U.S. consumer, September

The U.S. consumer price index, seasonally adjusted, increased 1.2 per cent in September as the retail prices of foods continued to advance; without the adjustments, it was 1.1 per cent. Prices of commodities other than food registered their smallest gain of the year, although it was 1 per cent in one month. The increase in food prices was 1.9 per cent.

Consumer prices were 12.1 per cent higher than in September 1973 — the first time since 1947 that a rise of as much as 12 per cent was recorded for a year. The largest increase in September, 3.2 per cent, was in the price of meat, fish and poultry. The prices of fresh fruits and vegetables declined slightly, while, contrary to the normal seasonal trend, the prices of dairy products advanced. There was a price decline of 1.5 per cent in gasoline and motor oil. The only other major price decrease in September was in women's and girls' apparel — it declined 0.8 per cent after normal seasonal adjustment. Other than food, items showing the largest price increases included used cars, 2.8 per cent; new cars, 2.1 per cent; and housekeeping and home-maintenance services, 1.7 per cent.

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

R. Martel Express Limited and/or Martel Express Limited and/or Commutex Inc., Farnham, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: G.R. Doucet).

Nation-Wide Interior Maintenance Co. Ltd., Montréal, Qué., and Building Service Employees' Union, Local 298, Q.F.L. (Conciliation Officer: S.T. Payne).

Quebecair, Montréal International Airport, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of maintenance, traffic and operations employees) (Conciliation Officer: G.R. Doucet).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R.L. Kervin).

Swan River-The Pas Transfer Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A.E. Koppel).

Essex Terminal Railway Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H.A. Fisher) (LG, November).

Eastern Telephone and Telegraph Company, Sydney, N.S., and International Brotherhood of Electrical Workers, Local 2096 (Conciliation Officer: C.A. Ogden).

Moffat Communications Limited, Vancouver, B.C., and Canadian Union of Public Employees, Broadcast Division Conciliation Officers: A.A. Franklin and D.H. Cameron).

Canada Tungsten Mining Corporation Limited, Tungsten, N.W.T., and United Steelworkers of America, Local 953 (Conciliation Officers: D.S. Tysoe and J.M. Collins).

Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: K. Hulse).

Settlements by Conciliation Officers. Pan American World Airways, Inc. (Churchill Research Range), Fort Churchill, Man., and United Steelworkers of America, Local 6921 (Conciliation Officer: A.E. Koppel) (reassigned to H. Bartenbach) (LG, December).

Triangle Pacific Forest Products Ltd., New Westminster, B.C., and Canadian Merchant Guild (Conciliation Officer: A.A. Franklin) (LG, December).

Inspiration Drilling (Division of Dresser Industrial Products, Limited), Yellowknife, N.W.T., and United Steelworkers of America, Local 7288 (Conciliation Officers: D.H. Cameron and G.W. Rogers) (LG, September).

Disputes in which no further conciliation action was taken under the Canada Labour Code (Part V—Industrial Relations). Detroit and Canada Tunnel Corporation, Detroit, Michigan and International Union, United Automobile, Aerospace & Agricultural Implement Workers of America, Local 195 (UAW) (Conciliation Officer: K. Hulse) (LG, December).

Disputes settled following the decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Motor Transport Industrial Relations Bureau of Ontario, Inc. (representing certain member companies within federal jurisdiction) and Teamsters Local Unions 91, 141, 879, 880 and 938 (settled with assistance of T.B. McRae) (LG, December). Eldorado Nuclear Limited, Port Hope, Ont., and United Steelworkers of America, Local 13173 (Conciliation Officers: H.A. Fisher and Henry Bartenbach) (LG, December).

Conciliation commissioner appointments. B-Line Express Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31, General Teamsters, Local 362 (Conciliation Commissioner: Hugh G. Ladner) (LG, December).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing a unit of service employees) (Conciliation Commissioner: George S.P. Ferguson, Q.C.) (LG, November).

CJBR Radio Limited and CJBR-TV Limited, Rimouski, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: R. Tremblay) (LG, November).

Conciliation commissioner reports received. Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of employees classified as launchmasters and launch engineers) (Conciliation Commissioner: Hugh G. Lader) (LG, December).

Air Canada and Canadian Air Line Pilots Association (Conciliation Commissioner: Stanley H. Hartt) (LG, November). Nordair Limited, Montréal International Airport, Dorval, Qué, and Canadian Air Line Pilots Association (Conciliation Commissioner: Professor Perry Meyer) (LG, August).

Conciliation commissioner settlement. Trailways (Travelways) of Canada Limited, Thornhill, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of bus drivers working in and out of Georgetown, Ont.,) (Conciliation Commissioner: George S.P. Ferguson, Q.C.) (LG, November).

Disputes settled in post-conciliation commissioner negotiations. Nordair Limited, Montréal International Airport, Dorval, Qué., and Canadian Air Line Pilots Association (see above).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of ground personnel) (LG, December).

ITT Canada Limited (Technical and Support Services Division, Ottawa, Ont.) and International Brotherhood of Electrical Workers, Local 2228 (LG, November).

Legal strike and/or lockout action following conciliation commissioner procedure. Freshwater Fish Marketing Corporation, Winnipeg, Man., and Retail, Wholesale and Department Store Union, Local 561 (strike commenced October 12, 1974) (LG, December).

Alberta Wheat Pool, Burrard Terminals Limited, Pacific Elevators Limited, Saskatchewan Wheat Pool and United Grain Growers Limited and Grain Workers' Union, Local 333 (settled as a result of West Coast Grain Handling Operations Act, 1974 passed by Parliament October 10, 1974) (LG, July).

Cargill Grain Company Ltd., Baie-Comeau, Qué. and Le Syndicat national des employés de Cargill Grain Company Ltd. (CSN) (lockout terminated on October 16, 1974) (LG, September).

Strike action following appointment of mediator under Section 195, Canada Labour Code. Canadian Lake Carriers Association, Montréal, Qué., and Canadian Marine Officers Union (settled with the mediation assistance of C.E. Poirier) (LG, November).

Additions to the Library

LIST NO. 309

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. When requesting loans, please indicate the publication numeral and the month listed.

AGED

1. Baum, Daniel Jay. The final plateau; the betrayal of our older citizens. Toronto, Burns & MacEachern, 1974. 315p.

ARBITRATION, INDUSTRIAL

2. Trotta, Maurice S. Arbitration of labor-management disputes. 2d ed. New York, AMACOM, 1974. 499p.

AUTOMATION

3. Luke, Hugh D. Automation for productivity. New York, Becker and Hayes, 1972. 290p.

BLACKS—EMPLOYMENT

4. Sobin, Dennis P. The working poor; minority workers in low-wage, low-skill jobs. Port Washington, N.Y., Kennikat Press, 1973. 194p.

BUSINESS EDUCATION

5. Seglow, Peter. Pre-experience business education and the EEC, by Peter Seglow and Michael Thomas. London, P.E.P., 1974. 55p.

COLLECTIVE AGREEMENTS

6. United Steelworkers of America. Canadian National Office. Research Department. Summary of collective agreements, March 1974. Toronto, 1974. 227p.

7. Morse, Bruce. How to negotiate the labor agreement; an outline summary of tested bargaining practice expanded from earlier editions. 5th ed. Detroit, Trends Pub. Co., 1974. 83p.

8. Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining: the public employer and the duty to bargain. Honolulu, Industrial Relations Center, University of Hawaii, 1974. 93p.

9. Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining: scope of negotiations. Honolulu, Industrial Relations Center, University of Hawaii, 1973. 57p.

10. Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining: union security, by Joyce M. Najita and Dennis T. Ogawa. Honolulu, Industrial Relations Center, University of Hawaii, 1973. 28p.

11. Ogawa, Dennis T. Guide to statutory provisions in public sector collective bargaining: unit determination, by Dennis T. Ogawa and Joyce M. Najita. Honolulu, Industrial Relations Center, University of Hawaii, 1974. 91.

12. Tanimoto, Helene S. Guide to statutory provisions in public sector collective bargaining: impasse resolution procedures. Honolulu, Industrial Relations Center, University of Hawaii, 1973. 104p.

CORPORATIONS—FINANCE

13. Johnson, Robert Willard. Canadian financial management, by Robert W. Johnson and John D. Forsyth. Boston, Allyn and Bacon, 1974. 569p.

DISCRIMINATION IN EMPLOYMENT

14. Smith, David J. Racial disadvantage in employment. London, P.E.P., 1974. 107p.

ECONOMIC CONDITIONS

15. Bornstein, Morris, comp. The Soviet economy; a book of readings. Edited by Morris Bornstein and Daniel R. Fusfeld. 4th ed. Homewood, Ill., R.D. Irwin, 1974. 543p.

16. Denison, Edward Fulton. Accounting for United States economic growth, 1929-1969. Washington, Brookings Institution, 1974. 355p.

ECONOMIC FORECASTING

17. Ash, J.C.K. Forecasting the United Kingdom economy, by J.C.K. Ash and D.J. Smyth. Westmead, Eng., Saxon House; Lexington, Mass., Lexington Books, 1973. 267p.

EDUCATION

18. Munroe, David Climie. The organization and administration of education in Canada. Ottawa, Information Canada, 1974. 219p.

ENERGY

19. National Economic Conference, Montréal, 1973. Energy Committee. The energy industries in Canada; issues and recommendations. The Author, 1974. 35p.

HEALTH, PUBLIC

20. LeClair, Maurice. Overview of the Canadian health care system. Ottawa, Canada Dept. of National Health and Welfare, 1974. 198, 19p.

21. Migué, Jean-Luc. The price of health, by Jean-Luc Migué and Gérard Bélanger. Translated from the French by Nicole Fredette and James Robinson. Toronto, Macmillan of Canada, 1974. 229p.

HOURS OF LABOUR

22. Glickman, Albert Seymour. Changing schedules of work: patterns and implications, by Albert S. Glickman and Zenia H. Brown. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research, 1974. 104p.

23. Ontario. Ministry of Labour. Research Branch. Employee attitudes toward compressed work schedules in Ontario: a case study of ten firms, by G. Robertson and P. Ferlejowski. Toronto, 1974. 21p.

INCOME

24. Income maintenance and labor supply; econometric studies. Edited by Glen G. Cain and Harold W. Watts. Chicago, Rand McNally College Pub. Co., 1973. 373p.

INDUSTRIAL DISPUTES

25. Parkinson, Cyril Northcote, ed. Industrial disruption. Contributors: C. Northcote Parkinson and others. London, New York, Leviathan House, 1973. 181p.

26. Shorter, Edward. Strikes in France, 1830-1968, by Edward Shorter and Charles Tilly. London, Cambridge University Press, 1974. 428p.

INDUSTRIAL PSYCHOLOGY

27. Research Conference on Labor Relations, University of California, Los Angeles. 15th, 1973. Management of conflict; implications for community relations and for the world of work; proceedings... presented by the Institute of Industrial Relations in cooperation with University Extension, University of California, Los Angeles. Los Angeles, Institute of Industrial Relations, University of California, 1974. 85, 8p.

INDUSTRIAL RELATIONS

28. Coates, Daniel. Organized labor and politics in Canada: the development of a national labor code. Ann Arbor, University Microfilms, 1974, c1973. 262p.

29. Okochi, Kazuo. Workers and employers in Japan: the Japanese employment relations system. Edited by Kazuo Okochi, Bernard Karsh and Solomon B. Levine. Princeton, N.J., Princeton University Press; Tokyo, University of Tokyo Press, 1974, c1973. 538p.

INFLATION

30. Conference Board. Inflation in the United States: causes and consequences; proceedings of the Conference Board Economic Forum, May 21, 1974... New York, New York. New York, 1974. 102p.

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labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*				
Week ended October 12, 1974		9,699	+ 0.5	+ 4.2
Employed	October	9,269	+ 0.6	+ 4.4
Agriculture	"	504	– 2.5	+ 9.3
Non-agriculture	"	8,765	+ 0.7	+ 4.1
Paid workers	"	8,207	+ 0.6	+ 3.9
At work 35 hours or more	"	7,367	–	+ 2.8
At work less than 35 hours	"	1,494	+ 7.8	+ 9.1
Employed but not at work	"	407	– 11.9	+ 18.0
Unemployed	"	430	– 0.2	+ 0.2
Atlantic	"	56	– 3.4	+ 7.7
Québec	"	149	–	– 2.0
Ontario	"	132	– 2.2	+ 3.1
Prairie	"	28	– 9.7	+ 31.7
British Columbia	"	65	+ 12.1	+ 16.1
Without work and seeking work	"	411	– 1.0	– 0.5
On temporary layoff up to 30 days	"	19	+ 18.8	+ 11.8
INDUSTRIAL EMPLOYMENT(1961 = 100)†	July	145.8	– 0.6	+ 5.0
Manufacturing employment(1961 = 100)†	"	135.2	– 2.0	+ 2.8
IMMIGRATION	1st 6 mos. 1974	104,089	–	–
Destined to the labour force	" " "	52,210	–	–
STRIKES AND LOCKOUTS				
Strikes and lockouts	September 1974	237	– 3.3	+ 43.6
No. of workers involved	" "	65,295	– 11.7	– 41.8
Duration in man days	" "	790,790	– 17.3	+ 12.9
EARNINGS AND INCOME				
Average weekly earnings and salaries (ind. comp.)†	July 1974	178.63	+ 2.1	+ 12.2
Average hourly earnings (mfg.)†	" "	436	+ 2.6	+ 13.3
Average weekly hours paid†	" "	38.3	– 1.5	+ 1.0
Consumer price index(1961 = 100)	October 1974	172.2	+ 0.9	+ 11.6
Index numbers of weekly wages in 1961 dollars(1961 = 100)†	July 1974	133.0	– 0.6	+ 1.8
Total labour income (millions of dollars)†				
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	September	219.5	– 0.4	+ 2.3
Manufacturing	"	216.5	– 0.9	+ 2.9
Durables	"	252.6	– 0.9	+ 2.5
Non-durables	"	188.0	– 1.0	+ 3.2
NEW RESIDENTIAL CONSTRUCTION**				
Starts	September	135,596	–	– 12.0
Completions	"	147,459	–	+ 4.2
Under construction	"	160,603	–	– 7.8

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labou on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike o lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Ye			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Percentage Estimate Workir Tir
1969	566	595	306,799	7,751,880	0.4
1970	503	542	261,706	6,539,560	0.3
1971	547	569	239,631	2,866,590	0.1
1972	556	598	706,474	7,753,530	0.4
†1973	674	721	352,237	5,768,790	0.3
†1973:					
September	58	165	112,218	700,200	0.4
October	51	145	45,500	491,140	0.2
November	43	115	46,283	358,820	0.2
December	21	83	62,620	307,720	0.2
1974:					
†January	67	113	24,887	271,760	0.1
†February	68	130	44,397	420,840	0.2
†March	81	145	50,996	440,000	0.2
†April	116	186	66,162	625,660	0.3
†May	145	249	97,282	1,431,730	0.8
†June	119	230	217,540	2,068,630	1.2
*July	118	236	105,213	1,092,570	0.5
*August	110	245	73,905	956,600	0.5
*September	85	237	65,295	790,790	0.4

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, SEPTEMBER, 1974, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	225	230
Fishing	–	1	469	2,350
Mines	1	9	2,378	43,960
Manufacturing	59	153	43,428	561,840
Construction	1	6	1,844	36,260
Transpn. & utilities	9	27	11,978	102,280
Trade	3	14	614	8,960
Finance	–	–	–	–
Service	8	23	4,204	34,530
Public admin.	3	3	155	380
All industries	85	237	65,295	790,790

STRIKES AND LOCKOUTS, SEPTEMBER, 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	6	8	1,031	5,810
Prince Edward Island	–	1	8	170
Nova Scotia	4	5	1,627	11,340
New Brunswick	3	3	2,160	10,890
Quebec	28	88	16,804	249,220
Ontario	28	83	30,850	325,810
Manitoba	–	2	72	1,440
Saskatchewan	5	6	2,740	7,600
Alberta	2	6	660	4,020
British Columbia	6	26	7,345	140,970
Federal	3	9	1,998	33,520
All jurisdictions	85	237	65,295	790,790

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Kokotow Lumber Ltd., Kenogami, Ont.	Carpenters loc 2994 (AFL-CIO/CLC)	225	230	230	Sept. 30	Wages–
Fishing						
Newfoundland Fisheries Assoc., Various locations Nfld.	Food Workers various locals (AFL-CIO/CLC)	1,000	5,000	32,000	July 25 Sept. 10	Prices paid for fish–Settled by mutual agreement
Mines						
METAL MINES						
Cominco Ltd. Salmo & Kimberley B.C.	Steelworkers loc 901 & 651 (AFL-CIO/CLC)	1,130	23,640	72,870	July 1	Wages, cost-of-living escalator clause & pension benefits
Cominco Ltd. Kimberley B.C.	Assoc. of Commercial & Technical Employees loc 1672 (CLC directly chartered)	130	2,790	8,550	July 1	Wages, cost-of-living escalator clause, fringe benefits
Utah Mines Ltd. Port Hardy, B.C.	Int. Operating Engineers loc 115 (AFL-CIO/CLC)	573	10,230	20,050	Aug. 8 Sept. 26	Respecting picket lines of Office Employees loc. 15–Return of workers when agreement reached with Office Employees.
St. Lawrence Columbium & Metals Corp. Oka, Qué.	Steelworkers loc 7579 (AFL-CIO/CLC)	185	3,700	4,630	Aug. 26	Wages–
MINERAL FUELS						
Cardinal River Coals Hinton, Alta.	Mine Workers loc 1656 (CLC)	200	1,000	17,410	May 4 Sept. 10	Fringe benefits–Settled by mutual agreement
NON-METAL						
Flinkote Co. of Can. St. Georges, Nfld.	Cement Workers loc 506 (AFL-CIO/CLC)	105	1,350	1,350	Sept. 13	Wages, cost-of-living adjustment
Manufacturing						
FOOD & BEVERAGES						
Hiram Walker and Sons Ltd., Windsor, Ont.	Can. Union of Distillery Workers loc 1	800	16,000	50,400	July 2	Slowness in negotiations–
Quaker Oats Co. of Can. Ltd., Trenton, Ont.	Food Workers loc P1172 (AFL-CIO/CLC)	195	590	8,400	July 5 Sept. 6	Wages, cost-of-living clause–Settled through mediation.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Christie, Brown & Co. Ltd., Toronto, Ont.	Bakery Workers loc 426 (AFL-CIO/CLC)	565	7,910	24,870	July 19 Sept. 23	In sympathy with workers at Christie Bread (div. of Nabisco)—Return of workers
Christie Bread, div. of Nabisco, Toronto, Ont.	Bakery Workers loc 426 (AFL-CIO/CLC)	280	5,040	13,440	July 19 Sept. 27	Wages—Not reported
Christie Bread (Div. of Nabisco) & Christie Brown & Co. Ltd., Toronto, Ont.	Teamsters loc 647 (Ind.)	133	2,390	6,380	July 19 Sept. 27	In sympathy with strikers at Christie Bread & Christie Brown & Co.,—Return of workers.
Biscuit David Montréal, Qué.	Commerce Fed'n (CNTU)	520	1,560	14,560	July 29 Sept. 6	Wages—Not reported
Coopérative Fédérée du Qué. (Legrade Inc.) Princeville, Qué.	Commerce Fed'n (CNTU)	185	3,700	4,630	Aug. 23	Cost-of-living adjustment—
Alberta Brewers Agents Ltd., Edmonton, Alta.	Brewery Workers loc 285 (AFL-CIO/CLC)	100	1,100	1,300	Aug. 29 Sept. 18	Wages & pension—Settled by mutual agreement; wage increa
A. Poupart, Montréal Qué.	Teamsters (Ind.)	160	800	800	Sept. 9 Sept. 16	Wages—Not reported.
Boulangerie Christie Ltée, Montréal, Qué.	Bakery Workers loc 55 (AFL-CIO/CLC)	142	990	990	Sept. 20	Not reported
RUBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers loc 133 (AFL-CIO/CLC)	1,200	24,000	177,600	Feb. 28	Wages & fringe benefits—
Goodyear Tire & Rubber Co. of Can. Ltd., Bowmanville Ont.	Rubber Workers loc 189 & 397 (AFL-CIO/CLC)	400	7,600	43,200	April 25 Sept. 30	Cost-of-living adjustment—Settled by mutual agreement; cost-of-living increases.
Goodyear Tire & Rubber Co. of Can. Ltd., Toronto, Ont.	Rubber Workers loc 232 (AFL-CIO/CLC)	1,750	35,000	190,750	April 25	Cost-of-living adjustment—
Matériaux de Const. Domtar Ltée, Lasalle, Qué.	United Paper-workers loc 658 (AFL-CIO/CLC)	292	—	21,600	May 18 Sept. 3	Wages & fringe benefits—Wage increase & other benefits.
Rubbermaid (Can.) Ltd. Mississauga, Ont.	Auto Workers loc 252 (CLC)	250	3,750	10,880	July 22 Sept. 24	Wages—Settled through conciliation
Gates Rubber of Can. Ltd., Brantford, Ont.	Rubber Workers loc. 733 (AFL-CIO/CLC)	325	490	490	Sept. 6 Sept. 10	Disciplinary matter—Return of workers on union decision
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers loc. 1-80 (AFL-CIO/CLC)	1,250	18,750	18,750	Sept. 10	Wages & fringe benefits—
Canadian General Tower Ltd., Cambridge Ont.	Rubber Workers loc. 862 (AFL-CIO/CLC)	373	1,490	1,490	Sept. 11 Sept. 17	Suspension of one worker—Settled by mutual agreement.
Canadian Technical Tape, Montréal, Qué.	Fed'n of Paper workers (CNTU)	180	1,260	1,260	Sept. 20	Wages, cost-of-living escalator clause—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Sieberling Rubber Co. Ltd., Toronto, Ont.	Rubber Workers loc 118 (AFL-CIO/CLC)	365	730	730	Sept. 25 Sept. 30	Wages, cost-of-living clause– Settled through mediation.
TEXTILES						
Consolidated Textiles Ltd., Alexandria, Ont.	Textile Workers Union loc 1664 (AFL-CIO/CLC)	200	570	12,330	June 10 Sept. 5	Slowness in negotiations, wages –Not reported
Peerless Rug Co. Ltd. Acton Vale, Qué.	Textile Workers Union loc 1585-1 (AFL-CIO/CLC)	331	2,980	5,960	Aug. 20 Sept. 15	Wages–Not reported
Moose River Mills Ltd, Acton Vale,	Textile Workers Union loc 1576 (AFL-CIO/CLC)	129	1,550	2,710	Aug. 20 Sept. 19	Wages–Not reported
KNITTING MILLS						
Penmans Ltd., Saint-Hyacinthe, Qué.	Textile Fed'n CNTU	330	6,600	27,720	May 31	Wages–
WOOD						
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers loc 1-217 (AFL-CIO/CLC)	200	4,000	103,200	Sept. 13 1972	Shorter hours, elimination of piece work-rates of pay
Rexwood Products Ltd New Liskeard, Ont.	Carpenters loc 2995 (AFL-CIO/CLC)	112	2,240	6,950	July 3	Wages & fringe benefits–
Howard & Bienvenu LaSarre, Qué.	Carpenters loc 2876 (AFL-CIO/CLC)	200	3,000	6,800	Aug. 6 Sept. 24	Reduction of production premiums–Return of workers. Settled by mutual agreement
FURNITURE & FIXTURES						
Matelas Supreme Inc. Saint-Narcisse, Qué.	Building and Wood workers Fed'n (CNTU)	110	2,200	20,360	Jan. 8	Wages & working conditions–
Industries Bourassa Saint-Raymond, Qué.	Carpenters loc 2817 (AFL-CIO/CLC)	180	900	900	Sept. 20 Sept. 27	Wages, cost-of-living adjustment clause, hours of work– Wage increase
PAPER						
Papeterie Canadienne Joliette, Qué.	Communication Workers Fed'n (CNTU)	180	3,600	11,340	July 3	Wages & frings benefits–
Continental Can of Can. Ltd., Montréal, Qué.	Paper Workers Fed'n (CNTU)	105	3,680	3,680	Aug. 12	Wages, holidays–
Sonoco Products Ltd. Terrebonne, Qué.	Fed'n of Paper Workers (CNTU)	110	1,760	1,760	Sept. 9	Seniority, cost-of-living adjustment–
Continental Can Co. of Can. Ltd., Toronto Ont.	Canadian Paperworkers loc 433 (CLC)	334	1,810	1,810	Sept. 21 Sept. 28	Cost-of-living allowance– Settled by mutual agreement
Continental Can Co. of Can. Ltd., Toronto, Ont.	Canadian Paperworkers loc 496 (CLC)	176	700	700	Sept. 22 Sept. 28	Cost-of-living allowance– Settled by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
Continental Can Co. of Can. Ltd., London, Ont.	Chemical Workers loc 186 (AFL-CIO/CLC)	140	420	420	Sept. 24 Sept. 28	Cost-of-living allowance— Not reported
Rayonnier-Québec Co. Ltd., Port Cartier, Qué.	Canadian Paper-workers Union loc 1125 (CLC)	175	700	700	Sept. 25	Wages—
C.I.P. Containers Burlington, Ont.	Canadian Paper-workers Union loc 949 (CLC)	150	300	300	Sept. 27	Cost-of-living adjustment—
Co. Inter. de Papier du Can., Pointe-aux-Trembles, Qué.	Canadian Paper-workers Union loc 849 (CLC)	325	490	490	Sept. 27	Wages—
PRIMARY METAL						
Noranda Metal Indus. Ltd., Annacis Island B.C.	Can. Assoc. of Industrial Mechanical Workers loc 4 (CCU)	208	4,160	17,480	June 1	Wages, cost-of-living clause—
Cominco Ltd., Trail, B.C.	Assoc. of Commercial & Technical Employees loc 1705 (CLC directly chartered)	485	10,390	31,870	July 1	Wages, cost-of-living clause, seniority rights, job evaluation—
Cominco Ltd., Trail, B.C.	Steelworkers loc 480 (AFL-CIO/CLC)	2,800	60,000	184,000	July 1	Wages, cost-of-living clause, seniority rights, job evaluation—
Alcan Products (Can.) Ltd., Kingston, Ont.	Steelworkers loc 343 & Machinists loc 54 (AFL-CIO/CLC)	1,300	—	37,700	July 22 Sept. 3	Wages, cost-of-living escalator clause—Settled through mediation; Wage increases.
Industrie Couture Ltée, Chicoutimi, Qué.	CNTU	200	1,330	1,330	Sept. 20	Cost-of-living adjustment & wage parity with Alcan workers
Interprovincial Steel and Pipe Corp. Regina, Sask.	Steelworkers loc 5890 (AFL-CIO/CLC)	670	720	720	Sept. 29	Respecting picket lines of Steelworkers loc 5606—
Interprovincial Steel and Pipe Corp. Regina, Sask.	Steelworkers loc 5606 (AFL-CIO/CLC)	450	480	480	Sept. 29	Duration of contract—
Canadian Lukens Ltd. Rexdale, Ont.	Steelworkers loc 6644 (AFL-CIO/CLC)	114	110	110	Sept. 30	Wages & fringe benefits—
METAL FABRICATING						
Stanley Works of Can. Ltd., Roxton Pond, Qué.	Machinists loc 909 (AFL-CIO/CLC)	258	5,160	18,460	June 18	Cost-of-living escalator clause—
Héroux Ltée, Longueuil, Qué.	CSD	425	8,080	22,960	July 15 Sept. 30	Wages & frings benefits— Settled through conciliation Wage increase & cost-of-living clause.
Stanley Door Systems Ltd., Wingham, Ont.	Teamsters loc 879 (Ind.)	100	400	2,800	July 29 Sept. 9	Wages—Settled by mutual agreement.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
York Div.-Borg. Warner (Can.) Ltd., Saint-Jerôme, Qué.	Steelworkers loc 6333 (AFL-CIO/CLC)	156	3,120	6,550	Aug. 1	Cost-of-living escalator clause–
Cooper Tool Group Barrie, Ont.	Steelworkers loc 6709 (AFL-CIO/CLC)	174	3,480	6,090	Aug. 12	Wages & fringe benefits–
Cooper Tool Group Ltd. Port Hope, Ont.	Steelworkers loc 6497 (AFL-CIO/CLC)	290	5,800	9,570	Aug. 14	Wages & fringe benefits–
Velan Engineering Saint-Laurent, Qué.	Fed'n of Metal Trades Unions CNTU	320	1,600	5,760	Aug. 14 Sept. 10	Wages, cost-of-living clause– Cost-of-living adjustment.
Babcock & Wilcox Can. Ltd., Cambridge, Ont.	Steelworkers Loc 2859 (AFL-CIO/CLC)	853	16,210	16,210	Sept. 4	Wages–
MACHINERY						
Phoenix Steel Saint-Paul l'Ermite, Qué.	Sheet Metal Workers loc 116 (AFL-CIO/CLC)	140	2,800	11,760	May 31	Wages, fringe benefits–
Gould Manufacturing Ltd., St. Thomas, Ont.	Machinists loc 1975 (AFL-CIO/CLC)	370	7,400	31,080	May 31	Wages, cost-of-living clause–
Sangamo Co. Ltd. Trois-Rivières, Qué.	Machinists loc 1865 (AFL-CIO/CLC)	185	–	6,480	July 15 Sept. 3	Not reported–Not reported
AP Parts of Can. Ltd Etobicoke, Ont.	Auto Workers loc 252 (CLC)	230	4,600	6.790	Aug. 19	Wages & fringe benefits–
Inter. Harvester Co. of Can. Ltd., Candiac, Qué.	Steelworkers loc 6617 (AFL-CIO/CLC)	160	2,720	2,720	Sept. 6	Wages–
Massey Ferguson (3 plants), Toronto & Brantford, Ont.	Auto Workers loc 458 (CLC)	2,400	4,800	4,800	Sept. 13 Sept. 16	Wages & fringe benefits– Settled by mutual agreement Wage increase & improved benefits
Farr Co. Ltd., Ville de Laval, Qué.	Unorganized	140	700	700	Sept. 16 Sept. 23	Suspension of six employees after study session– Not reported
Eaton Yale Ltd., St. Catherines, Ont.	UE loc 535 (CLC)	130	130	130	Sept. 30	Wages–
TRANSPORTATION EQUIPMENT						
United Aircraft of Can. Ltd., Longueuil Qué.	Auto Workers loc 510 (CLC)	1,400	28,000	459,600	Jan. 7	Union security, wages, cost-of-living clause–
Volvo Can. Ltd. Halifax, N.S.	Auto Workers loc 720 (CLC)	185	1,480	10,730	June 21 Sept. 13	Wages–Wage increase, settled through government intervention.
Inter. Harvester Co. of Can. Ltd.,	Auto Workers loc 127 (CLC)	1,350	14,850	71,550	July 3 Sept. 18	Cost-of-living formula, wages, voluntary overtime–Settled by mutual agreement.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: Sept.	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Commodore Mobile Homes, Saint-Jean, Qué.	United Textile Workers loc 490 (AFL-CIO/CLC)	121	2,420	7,380	July 5	Cost-of-living adjustment–
Prebuilt Industries Ltd., Lethbridge, Alta.	Carpenters loc 2998 (AFL-CIO/CLC)	200	800	5,200	Aug. 1 Sept. 9	Wages & fringe benefits– Settled by mutual agreement.
Griffin Steel Foundries Ltd., Sainte-Hyacinthe, Qué.	Metal Trades Democratic Fed'n (CSD)	179	3,580	6,270	Aug. 12	Cost-of-living adjustment–
Ingersoll Machine & Tool Ltd., Ingersoll, Ont.	Steelworkers loc 2918 (AFL-CIO/CLC)	155	3,100	4,960	Aug. 14	Wages, fringe benefits
Bendix Home System Saint-Jérome, Qué.	Carpenters loc 2587 (AFL-CIO/CLC)	335	1,010	4,030	Aug. 20 Sept. 6	Wages, cost-of-living adjustment–Settled through conciliation.
Weatherhead Co. of Can. Ltd., St. Thomas, Ont.	Machinists loc 1804 (AFL-CIO/CLC)	200	200	200	Sept. 9 Sept. 10	Cost-of-living adjustment– Return of workers pending discussion between union and management.
Glendale Corporation Strathroy, Ont.	Machinists loc 2374 (AFL-CIO/CLC)	350	5,250	5,250	Sept. 10	Fringe benefits–
Hawker Siddeley, Trenton Works, Trenton, N.S.	Steelworkers loc 1231 (AFL-CIO/CLC)	1,200	9,600	9,600	Sept. 11 Sept. 23	Grievance–Return of workers under Cease and Desist Orde
American Motors (Can.) Ltd., Brampton, Ont.	Auto Workers loc 1285 (CLC)	1,365	15,020	15,020	Sept. 16	Wages, compulsory overtime-
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers loc 3 (CLC)	1,300	6,500	6,500	Sept. 19 Sept. 26	Wages–Return of workers.
Enamel and Heating Products Ltd., Amherst, N.S.	Steelworkers loc 2231 (AFL-CIO/CLC)	166	170	170	Sept. 26 Sept. 26	Overtime pay & layoffs– Not reported
General Motors of Can. Ltd., St. Catherines, Ont.	Auto Workers loc 199 (CLC)	1,500	1,500	1,500	Sept. 26 Sept. 26	Firing of two electricians– Workers reinstated.
ELECTRICAL PRODUCTS						
Emerson Electrical (Motor Div.) Can. Ltd. Markham, Ont.	U.E. loc 522 (CLC)	245	4,900	20,340	June 1	Wages, fringe benefits, compulsory overtime–
Sperry Gyroscope Sperry Rand Can. Ltd. Ottawa, Ont.	Auto Workers loc 641 (CLC)	150	600	8,550	June 17 Sept. 9	Wages, cost-of-living escalator clause–Not reported
Chromalox Canadian Co. Ltd., Rexdale, Ont.	Auto Workers loc 252 (CLC)	575	5,180	27,610	July 6 Sept. 15	Wages–Not reported
Sola Basic Ltd., Etobicoke, Ont.	Machinists loc 1168 (AFL-CIO/CLC)	165	3,300	5,780	Aug. 12	Wages & fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: Sept.	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
NON-METALLIC MINERAL PRODUCTS						
General Abrasives (Can.) Ltd., Niagara Falls, Ont.	Chemical Workers loc 420 (AFL-CIO/CLC)	162	3,080	7,780	July 20 Sept. 30	Cost-of-living adjustment— Settled by mutual agreement.
The Exolon Co. of Can. Ltd., Thorold, Ont.	Chemical Workers loc 582 (AFL-CIO/CLC)	241	4,300	9,120	Aug. 4 Sept. 26	Wages & fringe benefits— Settled by mutual agreement. Wage increase.
Francon (1966) Ltd., Montréal, Qué.	Building & Woodworkers Fed'n (CNTU)	850	17,000	18,700	Aug. 29	Cost-of-living clause, voluntary overtime—
CHEMICAL PRODUCTS						
Johnson & Johnson Montréal, Qué.	United Textile Workers loc 450 (AFL-CIO/CLC)	650	5,850	29,900	July 11 Sept. 16	Cost-of-living escalator clause—Not reported.
Canadian Titanium Pigments, Varennes, Qué.	Fed'n of Metal Trades Unions (CNTU)	180	3,600	9,360	July 18	Cost-of-living adjustment—
Canadian Industries Ltd., Brownsburg, Qué.	Steelworkers loc 14138 (AFL-CIO/CLC)	850	17,000	29,750	Aug. 12	Cost-of-living adjustment—
Canadian Industries Ltd., McMasterville, Qué.	Fed'n of Metal Trades Unions (CNTU)	700	11,000	11,000	Sept. 9	Wages—
MISCELLANEOUS						
M.C.A. Records Cornwall, Ont.	I.U.E. loc 539 (AFL-CIO/CLC)	156	310	310	Sept. 27	Cost-of-living adjustment—
Construction						
Plastering Assoc. of Toronto, Toronto, Ont.	Plasterers loc 48 (AFL-CIO/CLC)	250	5,000	60,250	Oct. 17 1973	Not reported—
Construction Assoc. of P.E.I., Various locations, P.E.I.	Labourers loc 1079 (AFL-CIO/CLC)	250	—	6,250	July 29 Sept. 1	Wages—Settled by mutual agreement.
Hydro Electric Power Commission of Ontario Various areas, Ont.	IBEW loc 1788 (AFL-CIO/CLC)	1,500	30,000	37,700	July 31	Allowances & jurisdictional dispute—
Transportation & Utilities						
TRANSPORTATION						
Montreal Urban Community Transit Commission, Montréal, Qué.	Public Service Fed'n (CNTU)	1,600	20,570	49,140	Aug. 7 Sept. 19	Suspension of 73 workers & cost-of-living adjustment— Abolition of suspensions & cost-of-living adjustment.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: Sept.	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
*Canadian Lake Carriers Assoc., Great Lakes and St. Lawrence River.	Canadian Merchant Service Guild (CLC)	427	8,240	15,560	Aug. 8 Sept. 28	Wages, cost-of-living escalator clause—Not reported.
*Canadian Lake Carriers Assoc., Great Lakes and St. Lawrence River.	Canadian Marine Officers Union (AFL-CIO/CLC)	400	8,570	15,530	Aug. 8	Wages, cost-of-living escalator clause—
Toronto Transit Commission, Toronto, Ont.	Transit Union loc 113 Machinists loc 235 (AFL-CIO/CLC) & Public Employees loc 2 (CLC)	5,666	12,140	93,080	Aug. 12 Sept. 4	Wages, hours of work—Employees ordered back to work by Ontario Provincial Legislation
Forest Industrial Relations (Three trucking companies) Southern Vancouver Island, B.C.	Woodworkers loc-80 (AFL-CIO/CLC)	158	790	790	Sept. 4 Sept. 11	Wages & fringe benefits—Settled by mutual agreement Wage increase.
Rimouski Transport Ltée, Rimouski, Qué.	Teamsters loc 106 (Ind.)	121	120	120	Sept. 23 Sept. 24	Grievance—Settled by mutual agreement
STORAGE						
*Five Grain Companies Vancouver, B.C.	Grain Workers' Union loc 333 (CLC directly chartered)	602	12,040	15,050	Aug. 26	Wages—
COMMUNICATIONS						
Québec-Téléphone Rimouski, Qué.	IBEW loc 2200-Traffic Employees (AFL-CIO/CLC)	359	7,180	11,130	Aug. 16	Cost-of-living adjustment—
Québec-Téléphone Rimouski, Qué	IBEW loc 2200-Plant Employees (AFL-CIO/CLC)	420	8,400	13,020	Aug. 16	Cost-of-living adjustment—
Québec-Téléphone Rimouski, Qué.	IBEW loc 2200-Office Employees & Technicians (AFL-CIO/CLC)	500	10,000	15,500	Aug. 16	Cost-of-living adjustment—
*Ministry of Transport Various locations, B.C.	Union of Canadian Transport Employees-PSAC (CLC)	300	300	300	Sept. 1 Sept. 2	Wage parity with air traffic controllers—Return of workers after 24 hours.
The New Brunswick Telephone Co., Various locations, B.C.	IBEW loc 1148 (AFL-CIO/CLC)	430	860	860	Sept. 2 Sept. 5	Lack of progress in negotiations—Return of workers due to possible injunction.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: Sept.	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
The New Brunswick Telephone Co., Ltd., Various locations, B.C.	IBEW loc 1148 (AFL-CIO/CLC)	430	3,530	3,530	Sept. 19	Wages/After suspensions for alleged slowdowns.–
POWER, GAS AND WATER						
Churchill Falls Labrador Corp., Churchill Falls, Nfld.	IBEW loc 255 (AFL-CIO/CLC)	100	300	300	Sept. 10 Sept. 13	Suspension of three workers– Return of workers.
Trade						
John Millen Montréal, Qué.	Teamsters (Ind.)	200	4,000	4,000	Aug. 28	Wages–
Imperial Automotive Co., Montréal, Qué.	Auto Workers loc 1580 (CLC)	100	1,100	1,100	Sept. 10 Sept. 25	Not reported–Not reported.
Service						
EDUCATION						
Toronto Board of Education, Toronto, Ont.	Various unions	403	2,070	12,950	July 24 Sept. 10	Wages–Not reported
North York Board of Education, Willowdale Ont.	Carpenters loc 3219 (AFL-CIO/CLC)	236	940	3,540	Aug. 11 Sept. 9	Wages & fringe benefits– Settled through conciliation.
B.C. School Trustees Assoc., Various locations, B.C.	Public Employees (Various locals) (CLC)	150	2,850	3,350	Aug. 19 Sept. 30	Wages–Not reported.
The Nipissing Board of Education, North Bay, Ont.	Public Employees loc 1165 (CLC)	176	530	1,410	Aug. 26 Sept. 6	Wages–Settled by mutual agreement.
Selkirk College & Eight School Districts, Various districts, B.C.	Public Employees varios locals (CLC)	410	4,780	5,600	Aug. 29 Sept. 23	Wages & fringe benefits– Settled by mutual agreement.
Peel County Board of Education, Cooksville, Ont.	Public Employees loc 1628 (CLC)	351	7,020	7,370	Aug. 30	Wages & fringe benefits–
University of Regina Regina, Sask.	CLC directly chartered loc 54	230	460	460	Sept. 9 Sept. 11	Wages–Return of workers
Vancouver School Board, Vancouver, B.C.	Vocational Instructors Assoc. (Ind.)	280	1,400	1,400	Sept. 10 Sept. 17	Wages & time off with pay for professional development– Return of workers after appointment of industrial inquiry commissioner.
Three School Boards Labrador City & Wabush, Nfld.	Newfoundland Teachers' Assoc. (Ind.)	235	240	240	Sept. 13 Sept. 16	Slowness in negotiations– Return of teachers after one day.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER, 1974, (PRELIMINARY) (CONCL'D

Industry Employer Location	Union	Workers Involved	Duration in Man-days Sept.	 Accumulated	Starting Date Termination Date	Major Issues Result
University of Sask. University of Regina Saskatoon & Regina, Sask.	CLC directly charterd loc 54	1,281	4,120	4,120	Sept. 26	Wages & fringe benefits–
HEALTH & WELFARE						
Hôpital Saint-Lambert Saint-Lambert, Qué.	CNTU	150	300	300	Sept. 28	Number of employees–
Public Administration						
LOCAL ADMINISTRATION						
City of Dorval Dorval, Qué.	CNTU	103	210	210	Sept. 5 Sept. 7	Wages–Workers returned to work under injunction.

*Federal jurisdiction

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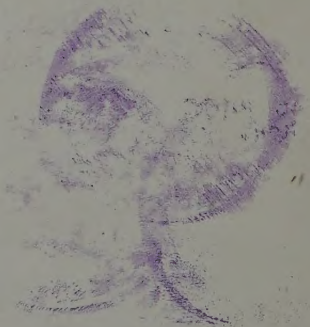

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